

High-Level Leadership Development

Listen, Acknowledge and Learn



A one-size-fits-all approach with people will not work. That is why engagement levels have been so low so long.

The world has gone through significant upheaval and change. Not only is the economy radically reshaping, so too are the social, cultural, and individual expectations of everyone and every organization. *We all experienced the same recent shocks, but depending on our circumstances, we may have experienced them differently.*

The recent crises have been a pressure-test for leadership and culture as new values and perceptions form.

Leaders, may be communicating more *with their employees* now *more* than ever before - but likely this is one-way *communication* to keep employees abreast of changes. *This* is necessary to focus on re-entry efforts on safety practices, social distancing, PPE use, and reporting. But to ignore that employees are forming new personal and job expectations as they return to work environments is ignoring an opportunity to build a trust-based environment.

Highly effective leaders that recognize and address these changes within their organizations, and that adapt their culture will see improvements in employee engagement, retention, productivity, and innovation by reconnecting everyone with vision and purpose.



A Planned, Deliberate Culture will Drive Productivity and Innovation

OUTCOMES & BENEFITS

Through this process, leaders can redefine and set the vision by understanding the needs of the team and aligning them with the company's chosen focus. The activities assure that:

- **Individuals** will be heard, recognized, and acknowledged, helping them deal with uncertainty and providing a sense of purpose. They will be better equipped to actively re-engage, develop themselves and contribute to productivity.
- **Leaders** will have an opportunity to hear and develop meaning from these conversations. This will help them rebuild and re-engage their teams quicker.
- **Organizations** will get an accelerated trajectory to recovery with improved problem solving, productivity and innovation, reduced turnover, and better retention so they can better meet shifting customer and stakeholder needs.

This solution enhances leadership and organizational development

The Process includes:

- A half-day coach-the-coach workshop element to prepares leaders to conduct sessions.
- Leaders will conduct 90 minutes discussion sessions throughout the organization supported by a companion guidebook.
- At the half-day debrief session, the leadership team will discuss what they, individually and as the leadership team, learned and may do differently based on their insights.
- Leaders will better understand how to engage employees differently and will through this process improve team member engagement substantially.

COST

The cost for two facilitated sessions, utilization of our reflection playbook, and up to 3 coaching sessions through the cascading process will be \$12,500. Deeper individual coaching would be available and scoped separately. The first payment is required before commencing and the balance is due within 30 days of satisfactory project completion. Our goal is to complete the process within 30 days.

