

Inclusion, The Submarine Way

Igniting Actionable 21st Leadership Tools

Type in Leadership Training in Google and you will get over 3,000,000,000, that's BILLIONS of results. Yet direct supervisors remain the #1 reason people leave their job, and engagement, measured by Gallup, has remain unchanged for 20 years. We are failing.

In 2016 we gave a speech at a conference in South Carolina, entitled "*Diversity and Inclusion The Submarine Way*". The room was full of business owners and executives, community and city leaders as well as just regular folks. When we finished, we saw people touched, and we were inundated with questions about our system. We KNEW we had something we had to share.

Inclusion, The Submarine Way takes lessons successfully utilized on U.S. Navy Submarines for over 100 years and turns them into practical, relevant tools, leaders, managers and all people in an organization can embrace and use. No theory here, actionable practical tools to drive inclusion, engagement, retention, performance and a deeper commitment of all. At the foundation of everything is a strengths mindset, in other words first and foremost, focusing on what is right with us, instead of what we have done forever, "fixing" what is wrong with us.

Inclusion has always been the right thing to do but it has never been done well. Don't believe me? How well do we include woman and minorities in senior leadership roles? How does the percentage of female, senior political leaders in the U.S. compare to the general population? Well, welcome to reality. 95% of Fortune 500 CEOs are still white males, 95%, really? We are jumping for joy that nearly 20% of the congress is now made up of woman, but 52% of our population is made up of woman, so not so great there either. The point is inclusion is THE most powerful driver of change and better outcomes, but we are not good at "doing it". Enter *The Submarine Way*.

21st century leaders will only be successful if they can tap into the single most important factor to retention and productivity, people believing their learning and growth is a priority. This requires a large-scale change of your culture. To lead large scale change you need a model that people can modify to fit their situation but is still prescriptive enough to ensure we cover all our bases. Try this on:

To benefit from Inclusion, *The Submarine Way* you need the following:

A methodology that is strengths based (what is right with each of us), inclusion focused (collaboration and teamwork based on talents and strengths) and mission oriented (a precise, focused result or set of results every person is aimed at.)

This is then used as the lens to look at 5 specific steps, the core system that must exist for inclusion to thrive.

-Check In (think onboarding)

-Everyone Matters If They Contribute (find and build on what we each do best)

-Crew-Munity (powerful teaming and collaboration that only can blossom in a strengths environment)

-Ombudsman (who is your organizations safety net for those with issues outside of the HR or supervisor channel?)

-Mission (Does everyone know what is expected of them, what role they fill to ensure mission success?)

The methodology and system are powerful, but without a strong **C.O.R.E.** you will never achieve the best results. You must have **C** ommitment at the senior most levels and then you need **O**n target training. This training must be **R** einforced over and over again until it becomes the new normal, only then can you enjoy **E** xceptional results

If you think combining lessons from submarines with a system based on strengths and focused on true inclusion to drive better business results is well, unique, so did the U.S. Patent Office. *The Submarine Way* model is one of the very few business models to be issued a pending patent! Now you can dive in and learn what very few people in the world know, there is a repeatable system to drive high performing leadership.

Some of The Specific Outcomes we focus on:

- Learn the 3 essential elements that drive the methodology
- Learn the 5 elements of the patent pending system that drive key business outcomes

- Learn the specific process that must be in place for meaningful and lasting change to occur
- The tools to drive higher retention, productivity, innovation and engagement
- The key tools for lasting professional development
- Manage, lead and succeed, in moving people through critical change

Delivered in various forms to fit your needs: Keynote, breakout session, live webinar series, full three-hour program, even recorded and viewed on demand provided on our learning portal:

www.thesubmarineway.com

SUBMARINE WAY

TRAINING THAT IGNITES INCLUSION