OFFERING OVERVIEW

The development of our programs is informed by a 2014 article in McKinsey Quarterly which cites the four main reasons why most leadership development initiatives fail. *

1. Programs lack context
2. Programs lack coupling
3. Programs do not address underlying beliefs
4. Progress is not sufficiently monitored

Each concept in the program is designed to address each of these failures. Leaders develop quickly and continuously as they move through each lesson.

An emerging leader coordinates, with a coach, which areas are potential for growth. The program offers specific growth exercises in these areas. The leader experiments with ideas and pays attention to interaction outcomes. The emerging leader refines these ideas to fit their role and personality. The coach helps to refine skills as well as teach the leader how to self-reflect and self-evaluate.

Domain 1-Core Strength (Lead Yourself): Contains 4 Pillars- Self-awareness, Enthusiasm, Mental Toughness, and Competence

Domain 2-Team Strength (Lead Others): Contains 4 Pillars- Planning, Communication, Servanthood and Trust-Building

Domain 3- Whole Leadership (Lead Leaders): Contains 4 Pillars- Learn, Model, Understand and Teach

Each of the pillars in the first two domains contains between 6 and 9 topics. The third domain involves very specific and focused coaching on topics ranging from performance reviews to culture building and other systemic concepts needed in an organization. Other offerings include workshops, presentations, and seminars found on the back page of this document.

*Why Leadership-Development Programs Fail, McKinsey Quarterly, January 2014

The moment you understand that there is absolutely no way to achieve your most important goals alone is the moment you become a leader. This is when you realize that you have to influence people. Your personal leadership experiment usually begins by trying to manage them. Soon you realize that people don't want to be managed. They want to:

    A. understand their role, their purpose, and be inspired.
    B. be acknowledged and valued and for their time and effort, and contribution
    C. know that they are not wasting energy and valuable time.

In short, they want to know that you and your goals are worth following.

When you realize this, you realize that you need to be the kind of person that is worth following.

The development of this kind of leader is infinitely complex and exhilarating for the emerging leader. The Become Worth Following approach cultivates growth in three domains: Lead Yourself, Lead Others and Lead Leaders.

The strategy involves four vital considerations.

Clear Context-Lessons are laid out with clear understanding of specific areas of growth in mind.

Coupling-Lessons connect learning to leading.

Reframes Limiting Beliefs- Lessons emphasize the importance of understanding how our beliefs affect our actions and ultimately our results.

Monitors Results-Our lessons keeps you on track and monitor your growth. More importantly you learn how to monitor your own results.