



Buffalo Storm Consulting LLC

# R3 LEADERSHIP EXPERIENCE™

## *Return on Investment*



1.

## WHY INVEST IN THE R3 LEADERSHIP EXPERIENCE™

Human service programs thrive when leaders are empowered, strategic, and supported. The R3 Leadership Experience™ – which stands for **Reset** the Past, **Rise** with Purpose, and **Realize** the Future – is a high-impact, yearlong professional development program designed to grow confident, capable leaders who can drive measurable improvements in service delivery. This investment delivers real, trackable returns – from reduced error rates to increased retention – making it a smart and strategic use of training funds.

2.

## TARGET AUDIENCE

The R3 Leadership Experience™ is designed for leaders who shape and drive human service programs, including:

- **Directors/Program Managers** responsible for statewide policy and program outcomes.
- **Quality Control (QC) Managers** focused on error reduction, accuracy, and timeliness.
- **Program Administrators** overseeing day-to-day operations and strategic implementation.
- **Executive Leadership** guiding organizational vision and performance improvement.

These are the individuals who make key decisions, manage large teams, and directly influence the success of human service programs.



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<i>Category</i>	<i>Benefit</i>	<i>Metric</i>
<b>Accredited Continuing Education Units (CEUs)</b>	CEUs earned provide official credentialing, helping staff meet licensing or promotion requirements.	CEU certificates issued per attendee.
<b>Leadership Skill Development</b>	Participants build strategic thinking, people management, and change leadership capacity.	Pre-/post-retreat self-assessments and supervisor feedback on leadership effectiveness
<b>Error Rate Reduction</b>	Participants identify root causes of common program errors and create action plans.	Measurable decline in error rate in 6–12 months (target: 5–15% reduction)
<b>Timeliness Improvement</b>	R3 Leadership Experience™ focuses on streamlining business processes and caseload management.	Improved timeliness rate within 3–6 months (tracked through QC or internal systems)
<b>Coaching &amp; Accountability</b>	Monthly group coaching offers sustained guidance, idea-sharing, and accountability.	12 months of coaching = retention, engagement, and applied learning, not a one-time event
<b>Customized Agency Impact Plan</b>	Each participant leaves with an agency-specific strategy aligned with organizational goals.	Submission and supervisor sign-off on implementation plan
<b>Staff Retention &amp; Engagement</b>	Investing in leadership development reduces burnout and increases morale.	12-month retention rate among participants vs. agency average
<b>Succession Planning</b>	Empowers agencies to grow their next generation of leaders internally.	Tracking % of participants promoted within 12–18 months
<b>Exclusive Peer Learning Network</b>	Builds relationships with other human service leaders nationwide.	Post-retreat collaboration (e.g., site visits, shared tools, peer mentoring)



### *Bonus Benefits:*

- A leadership Portfolio (with workbook, tools, and framework).
- Monthly progress check-ins.
- Data-driven metrics that can be reported upward.
- A trained staff member who multiplies their value across the team.