

A Year in The Life

A VIRTUAL LEARNING LAB FOR MANAGERS



LeadershipSmarts.com
BY TRUE NORTH PROGRAMS

Practical Tools for Powerful Leadership



Great managers develop great teams that consistently deliver quality results.

Conversely, when a manager is ineffective, it's not only the team that suffers from lackluster performance; everyone dependent on that team suffers as well.

The financial impact of one manager can be enormous so investing in management development makes sense.

Is your investment paying off?

Managers who have taken our extended programs have reported:

- 26% time savings
- 29% higher employee survey ratings
- 24% higher leadership effectiveness
- 22% reduction in meeting time

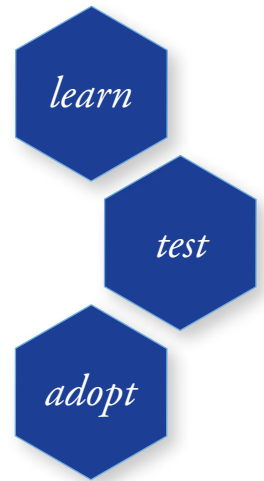


A Year in The Life A Virtual Learning Lab For Managers

is a blended learning, year-long program specifically for high potential managers charged with supporting their teams to meet challenging goals and deadlines. Managers are guided through a monthly process that includes: webinars to introduce key management concepts, real work assignments to test new practices, and small group coaching sessions to deepen the learning.

Random acts of training or cohesive programmatic development?

Traditional training delivers concepts through a fire-hose that are impossible to absorb and even less likely to be applied. We create a virtual learning laboratory for managers to **learn, test and adopt** best practices in performance management over the course of a year; all supported by a dedicated business coach and a community of peers from diverse industries.



“ Your program has made me totally rethink my role as a manager. I understand critical managerial behaviors that I wasn't even aware of before. – Josh, software manager, telecom

THE VIRTUAL LEARNING LABORATORY combines powerful elements using blended learning centered around real work assignments.



THE FORMULA

Start with YOU

- State-of-the-art 360° leadership assessment to uncover personal insights and blind spots
- Establish your vision, values and personal brand
- Commit to a compelling individual development plan
- *Finally*, gain control of your time and team resources



Engage your TEAM

- Co-create a culture of high performance and continuous learning
- Conduct “killer” staff meetings and one-on-one sessions
- Implement concrete goal setting meetings
- Use innovative practices for inspiring performance reviews
- Address difficult performance issues
- Develop a dream team using coaching
- Effectively delegate and hold others accountable



Achieve ORGANIZATIONAL GOALS

- Gain alignment with upper management goals and strategy
- Create a team strategic plan aligned with organizational goals
- Flawlessly execute on the team's plan with laser focus



3 Levels of Impact = Stellar Business Results

MANAGER'S SUPERVISOR

- Participates in **3 special sessions**
- Receives monthly progress updates and tips
- Guides and supports manager's growth and progress

MANAGER (PARTICIPANT)

- Builds self-awareness and self-management skills
- Leads team as they learn, test, and adopt new practices
- Experiences growth from professional coaching and guidance

MANAGER'S TEAM

- Shares in manager's assignments to learn, test and adopt new practices
- Learns new skills using the team education video toolkit
- Grows from enhanced management support

“ *My team and I are seeing real results. I know that the members of my staff are performing at higher levels, particularly in the areas of focus and accountability.* – Chris, regional director, healthcare ”



“ *Leadership: the art of inspiring committed and aligned action to achieve a clear vision.* ”

*Jen Joyce and Patty Beach, co-founders
LeadershipSmarts.com*

Perfecting the art of leadership takes time and focus. When you are ready to reach for the stars, give us a call, we are here to support you. LeadershipSmarts.com is a boutique-consulting firm dedicated to leadership development and executive coaching. For more information visit us at www.LeadershipSmarts.com.

Co-Founders:

Jen Joyce and Patty Beach became fast friends and collaborators at Amoco Production Company where they supported strategy, quality, diversity, and team building efforts. They later developed and facilitated award winning leadership programs at Bell Labs/Lucent Technologies.

After years of observing employees spending precious time at offsite, fast-paced trainings gulping information from a fire-hose and valiantly trying to absorb new concepts, Jen and Patty knew there had to be a better way. They listened deeply to their leader clients to identify root causes to the issues with which they grappled. Each new program they designed was thoroughly tested in the trenches of line organizations. The results are a rock solid and cutting edge approach to *developing* leaders as opposed to *training* leaders.

Their programs uniquely combine key success elements such as:

- Developing both will power (motivation) and way power (know-how)
- Practical easy to apply frameworks, tools, and model
- Bite-size chunks of the right information at the right time
- Immediate application of new concepts to current challenges
- Personalized coaching to troubleshoot concerns and sharpen best practices
- Inclusion of key stakeholders in the development process

At the request of clients, Jen and Patty are now taking their proven formula for leadership transformation to the virtual world. No more travel, no more missed office days, no more mountains of work waiting for your return, no more missed intentions to apply what you've learned. Our on-line program provides a personalized and convenient platform that truly supports your best leadership.

To find out about this exciting new approach to development, contact us for a free consultation.

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