

LEADERSHIP ACCELERATION

A Process For Growing Your Leaders
Faster Than Your Revenue



The **Metiss** Group™

behavior experts at work

Why is Leadership Acceleration important?

It is famously stated “**Employees leave bosses, not companies**”. Now, more than ever, companies need to train their employees to be better leaders to combat turnover.

As more and more Baby Boomers and X Generation exit the workplace, younger generations are being asked to lead before they are ready. Our emerging leaders are being asked to rapidly learn skills older generations took years to master.

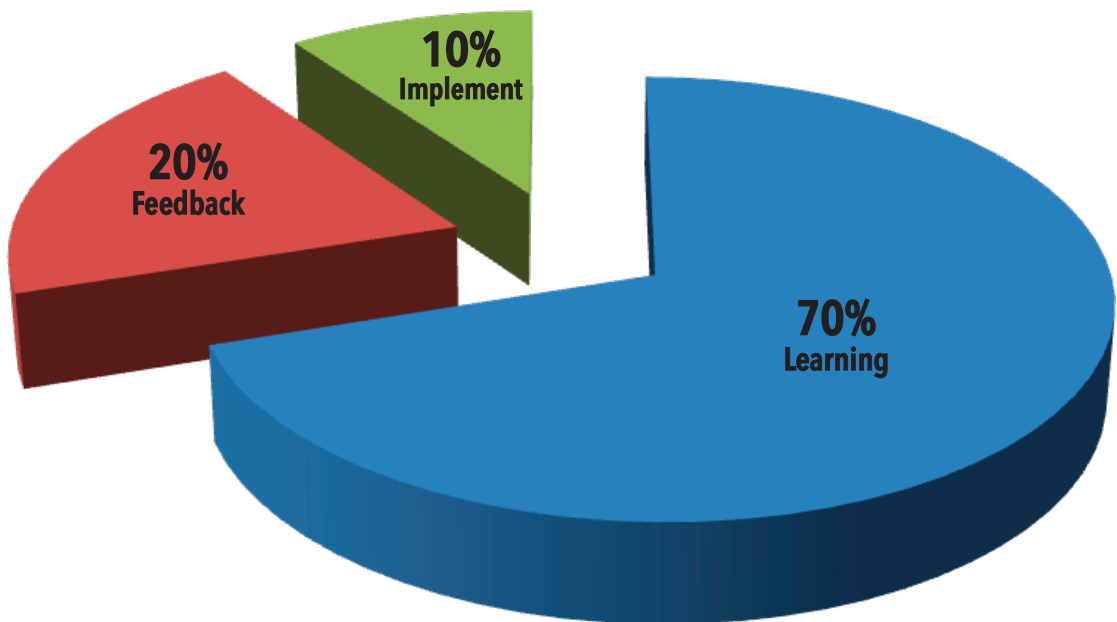
Training on fundamental, proven leadership skills is critical for leadership growth to keep pace with business growth.



Being a leader is a privilege and difficult to learn!

As we discover more and more about how people learn, we are realizing classroom, lecture style learning is extremely outdated. When we focus on leadership training, we utilize the 70-20-10 approach to learning.

- **70 percent** of learning time spent implementing and practicing the concepts
- **20 percent** of the time garnering feedback on their approach
- **10 percent** of the time in classroom learning



When we look at the amount of time and priority leadership training takes, most organizations are not equipped to handle the workload of teaching, mentoring, coaching, and developing.

Often times, organizations look to external experts to help implement these changes and help their company grow.

How do you know you need Leadership Acceleration?

If we believe people leave bosses, not companies, then turnover is an indicator that leadership training is needed.

Are you consistently losing “A” players to the competition or to new roles? Start by looking at their boss as a solution to the problem.



Have you heard exit interviews sound like this?:

- “I liked the job in the beginning but it wasn’t what it seemed to be nine months down the line.”
- “My boss was always too busy to give me feedback and I felt like I was accomplishing nothing. The most interaction we had was during my annual review.”
- “I really do enjoy working here but I don’t want to be in this role forever, I want to expand my skill set and I don’t see a path to do that here.”

And our personal favorite,

- “I was given an offer I couldn’t turn down.”

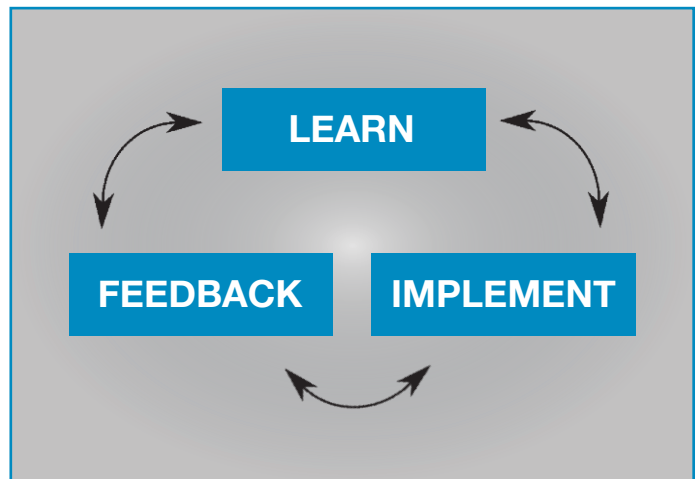
These are all telltale signs that there is a leadership shortage in your organization.

The Leadership Acceleration Process



In-Depth Leadership Assessments 75+ page report Debrief with certified advisor Action plan created	Focus on Key Leadership Practices Fast paced, interactive session Learn processes and techniques to accelerate the performance of your direct reports Apply immediately	Implement Leadership Practices Experiment with leadership style Understand how to implement key practices into work environment Create development plan	Meet one-on-one with Advisor Finalize development plan Understand the level of success of implementing each of the key practices Provide resources Participate in role play	Reinforce learning in areas that need further focus Customize to Development Session Explore situational role plays	Refine and implement Leadership Practices Execute against development plan Seek feedback from observers	Meet one-on-one with Advisor Final focus geared to solidify leadership practices What's working Check-in Accountable for future success
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In this model, 10% of the time dedicated to personal development might be in a classroom setting, 70% of the time must be invested in applying the tools and techniques to the real work environment, and 20% is getting feedback from observers (like direct reports, bosses, peers, and coaches).



This becomes an iterative loop because after getting feedback, the individual may need to learn new or additional techniques (10%) to then re-apply (70%), to gain additional feedback (20%) in order to keep fine-tuning, and progressing along the growth path.

It's the learning, applying, and feedback loop that allows for the most development of the individual.

What Happens After?

Leaders will be proficient in:

- Empowerment
- Succession
- Personal Development
- Scorecard/Job Accountabilities
- Feedback & Communication
- One-On-Ones
- Performance Reviews
- Goal Setting

When equipped with the tools, leaders are capable of growing at the same speed as your business.



Getting Started

- Identify leaders with direct reports or leadership potential that need training on proven leadership principles.
- Prepare the participants for a five month journey of self-discovery, training, one-on-one coaching and lots of real-world application with feedback.
- Engage a preeminent leadership consulting firm with a proven process and experienced leadership advisors to guild the leaders through the journey.



Why The Metiss Group?

Since 1996, The Metiss Group has helped hundreds of companies hire, develop, retain, and transition thousands of employees in just about every industry.

We love what we do, and we love talking about it, whether it turns into a formal engagement or not. If you have something you want to talk about, please give us a call!



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"The Metiss Group has helped create nothing short of an evolution in my company. Our literal bottom line says it all: in five years, we quadrupled revenue and are now enjoying major growth for the foreseeable future."