



## A Guaranteed Way To Increase The Performance Of Your Leaders & Their Direct Reports.

### Leadership Development VS. Leadership Acceleration

The Metiss Group's Leadership Acceleration process is all about increasing the performance of the Leader's Direct Reports. Some consider Leadership Development as improving the skills of the Leader which can include, Time Management, Public Speaking, Analysis, etc. Our process increases the productivity of the leader and their direct reports. It's the difference between managing and leading. (See Comparison Chart)

#### People Dont Quit Jobs, They Quit Bosses!

- You can't afford to lose the team members you have. You need better leaders.
- With low unemployment, you can't just go out and buy the next leader.
- You can't hire enough people. You need to get more out of the team you have.
- Because the job market is so tight, top talent can pick and choose their employers – why should they tolerate weak bosses?

Leadership Acceleration		The Metiss Group <sup>TM</sup> behavior experts at work COMPARISON CHART			
FEATURES	ONLINE LEARNING	TRADITIONAL LEARNING	EXECUTIVE PROGRAMS	LEADERSHIP ACCELERATION	
Structured Learning	✓	✓	✓	✓	
Proven Leadership Processes	✓	✓	✓	✓	
Practical Application		✓	✓	✓	
Graduate Program			✓	✓	
Measurable/Time-based Goals				✓	
One on One Coaching				✓	
Individually Tailored				✓	
Personalized and Group Approaches				✓	
Focus on Direct Reports				✓	
70/20/10 "Sticky" Learning Model				✓	
Ongoing Access to Coach				✓	
Guaranteed Results				✓	

#### We Offer Flexible Programs For Groups Of 8 Or More And A Personalized Program For Individual Leaders.

Our Leadership Acceleration program is perfect for developing leaders providing them with the skills and tools that can take them and their direct reports to the next level.

See our program details on page 2.

# Are You Really Getting Your ROI From Your Leadership Investment?

## Leadership Acceleration Personalized Is A Sticky, Coaching-Based 6-Month Program That Develops A Leader's Skills And Increases The Performance Of Their Direct Reports.

In our 70-20-10 program model, 10% of the time dedicated to personal development might be in a video 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 our coaches).



### A Personalized Path To Growth



<p>Leader: Commit</p> <p>Leader: Manager's Support</p> <p>Leader: Direct Report's Support</p>	<p>Leader: Complete Leadership Assessments</p> <p>Advisor: Debrief Assessment</p> <p>Advisor: Create Individual Develop Plan (IDP)</p> <p>Video: Introduction</p> <p>Leader: Engage Direct Reports</p> <p>Advisor: Prepare For Empowerment</p>	<p>Video: Empowerment Model</p> <p>Leader: Practice Empowerment</p> <p>Advisor: Coaching On Empowerment</p> <p>Advisor: Prepare For Feedback</p>	<p>Video: Feedback Model</p> <p>Leader: Practice Four-Step Approach</p> <p>Advisor: Coaching On Feedback and Team</p> <p>Leader: Practice Behavioral Feedback</p> <p>Advisor: Prepare For Development and One-On-Ones</p>	<p>Video: One-On-Ones and Development</p> <p>Leader: Practice One-On-Ones</p> <p>Leader: Create Direct Report Development plans</p> <p>Advisor: Coaching On Development</p> <p>Advisor: Prepare For Job Scorecard and Performance Evaluations</p>	<p>Video: Job Scorecards and Performance Evaluations</p> <p>Leader: Create Job Scorecards for Direct Reports</p> <p>Leader: Schedule Performance Reviews</p> <p>Advisor: Coach On Job Scorecards and Performance Evaluations</p> <p>Advisor: Prepare For Goal Alignment and Team Succession</p>	<p>Video: Goal Alignment and Team Succession</p> <p>Leader: Clarify Org Goals</p> <p>Leader: Identify 3-5 Department Goals</p> <p>Leader: Request 3-5 Direct Report Goals</p> <p>Leader: Complete Succession Worksheets</p> <p>Advisor: Coach On Leadership</p>
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*Our Personalized Leadership Acceleration is currently Only \$3400 Per Leader for the 6 Month program! And it comes with a Guarantee. Contact us to learn more.*

### We Also Offer Our On-Site Group Leadership Acceleration For Groups Of 8 Or More Leaders.

Our Group program offers on-site training, workshops and more. It is very interactive. This is the perfect program for larger companies who want to jumpstart the leadership in their company and provide support to multiple leaders.

Visit our Website to learn more about our Group Leadership Acceleration and the program details.

Call us for pricing.



**The Metiss Group™**

behavior experts at work

**The Metiss Group is a preeminent Talent Consulting Firm providing Leadership Acceleration and Alternative Selection for over 28 years.**

#### Contact Us For More Information:

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