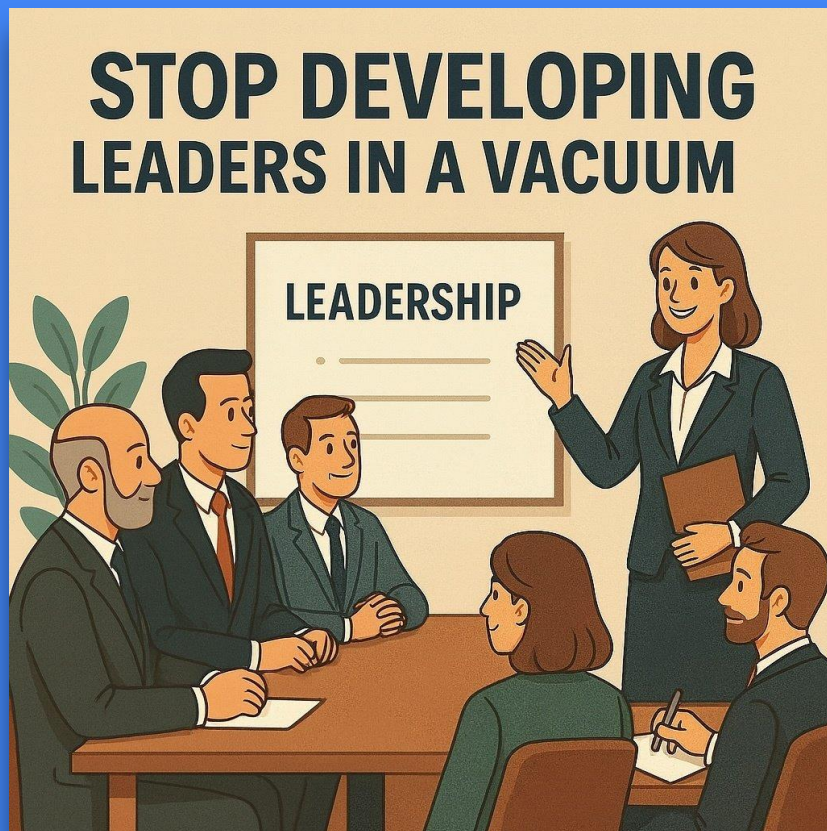


Stop Developing Leaders In A Vacuum: Build Leaders Who Deliver on Strategy

A Talent Matters Webcast

Cyndi Gave
Visionary/Founder

John Gave
Managing Partner



Why This Webcast?

1. Leadership development begins with strategy
2. Leadership practices must be aligned to strategy to accomplish goals
3. The power when all leaders employ strategic leadership practices together





The Metiss Group™



Accelerate



2,500

leaders developed



10,000

direct reports impacted



500

organizations grown



Select



12,000

candidates evaluated



2,000

successful hires



1,300

scorecards built

Start With The End In Mind

- Use 3 to 5 year strategic plan
- Identify leadership practices needed to achieve goals in the future
- Snicker test
- Assess leadership team to identify development opportunities



Evaluate Survey



Creating a
Vision



Developing
Followership



Set Leadership Targets Objectively

- Before assessment
- Eliminates bias
- Team agreement

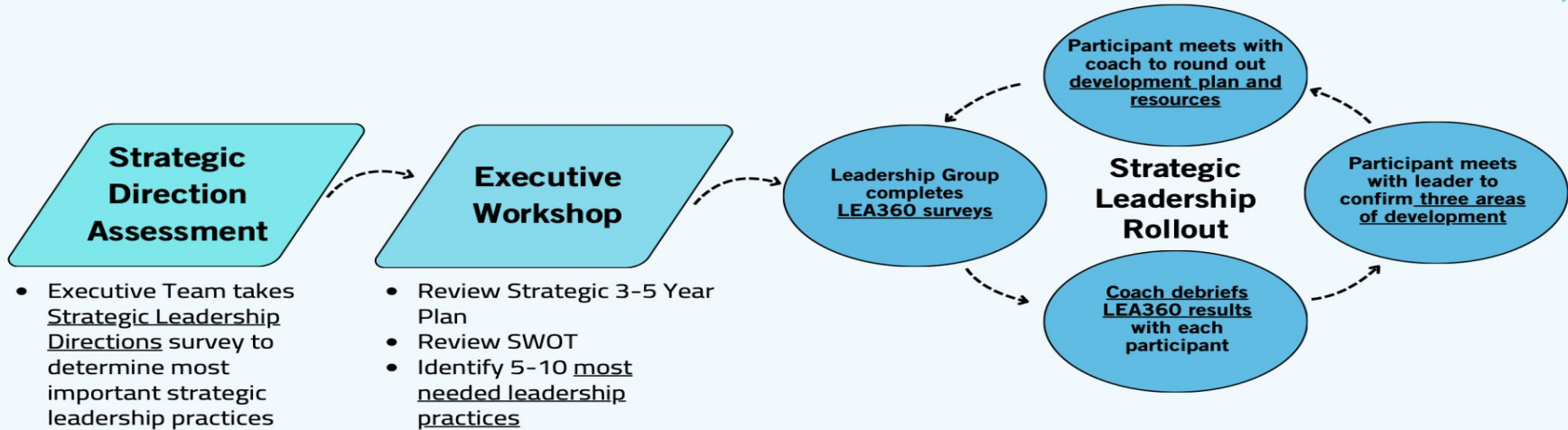


Common Leadership Practices

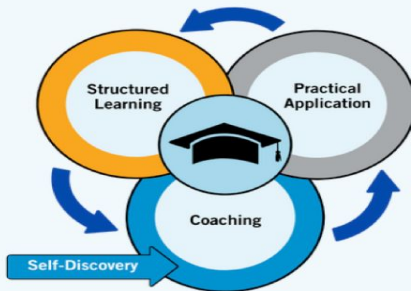
- Strategic
- Delegation
- Communication
- Feedback
- Production



The Strategic Leadership Alignment™



- Use an objective questionnaire
- Start with executive team, then as needed, develop subsequent leadership levels
- Work with coach and leaders to determine focus areas



Use A Trustworthy 360 Questionnaire

- Avoid Likert questions
- Use semi-ipsative
- Cannot be gamed

	MOST		NEXT			MOST		NEXT	
1. I see this person as					10. I regard this person as				
a. lively and dynamic	5	4	3	2	a. an expert in his/her field	5	4	3	2
b. valuing my opinions	5	4	3	2	b. sympathetic to others' needs	5	4	3	2
c. a helpful associate	5	4	3	2	c. seeking the advice of colleagues	5	4	3	2
2. In a leadership role, he/she					11. When he/she sets an objective, this person				
a. builds strong personal bonds	5	4	3	2	a. makes it happen	5	4	3	2
b. is very creative	5	4	3	2	b. follows up on it	5	4	3	2
c. ensures that things are well organized	5	4	3	2	c. explains it thoroughly	5	4	3	2
3. In general, this person					12. This person is				
a. is assertive	5	4	3	2	a. an innovative thinker	5	4	3	2
b. plans for the future	5	4	3	2	b. very gregarious	5	4	3	2
c. is accommodating	5	4	3	2	c. a hard-driving achiever	5	4	3	2
4. In relationships, he/she					13. I see this person as				
a. is seen as a strategist	5	4	3	2	a. orderly	5	4	3	2

Making Sense Of The Results

● Self (4)
 ● Boss(es) (2)
 ● Peers (5)
 ● Direct Reports (4)

North America (2023)



Creating a Vision

Conservative

Innovative

Technical

Self

Strategic



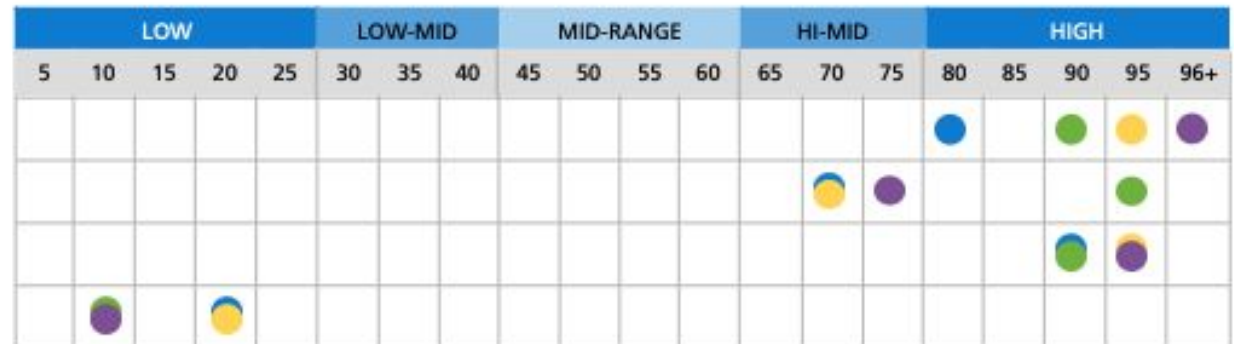
Developing Followership

Persuasive

Outgoing

Excitement

Restraint



Customize Development Plans



Development Action Plan

Name:

Date:

Development need (behavior):

Goal (describe the desired new behavior in specific terms):

Benefits of reaching this goal:

Risks involved in reaching this goal:

Potential obstacles:

Strategy for overcoming obstacles:

Potential resources:

Target Gaps /
Team Focus / Use
a Coach

Success Story: Concord Property Management



- Executive Team Focus
 - Multiple levels different targets
 - Assessed levels for succession planning
-



Next Steps & Complimentary Resources



Upcoming Webcasts

- November 18: Emotional Intelligence 360
- December 16: 2025 Review
- January: 2026 Trends
- February: Succession Planning
- March: Accountability

