

If you Google the word
'leadership,' you will receive
over 140 million hits.
Everyone is trying to define it.

In reality, Leadership is
defined by you and
the people with whom
you interact.



GrowthSource, Inc.

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363™ for Leaders





363™ for Leaders

363™ for Leaders gives leaders what they can't get by Googling 'leadership' or from a majority of leadership feedback processes. 363® for Leaders not only provides leaders with 360 feedback on their leadership approaches, but also gives them three *personalized* strategies for expanding their leadership reach.

Coupled with one-one-one coaching, leaders go through perhaps the first truly useful personalized developmental experience of their careers.

363™ for Leaders has taken the most validated and compelling leadership studies from the world's most influential thought leaders and combined it with DiSC® to create a simple yet comprehensive model to help leaders at all levels be more effective in the interpersonal aspects of leadership.

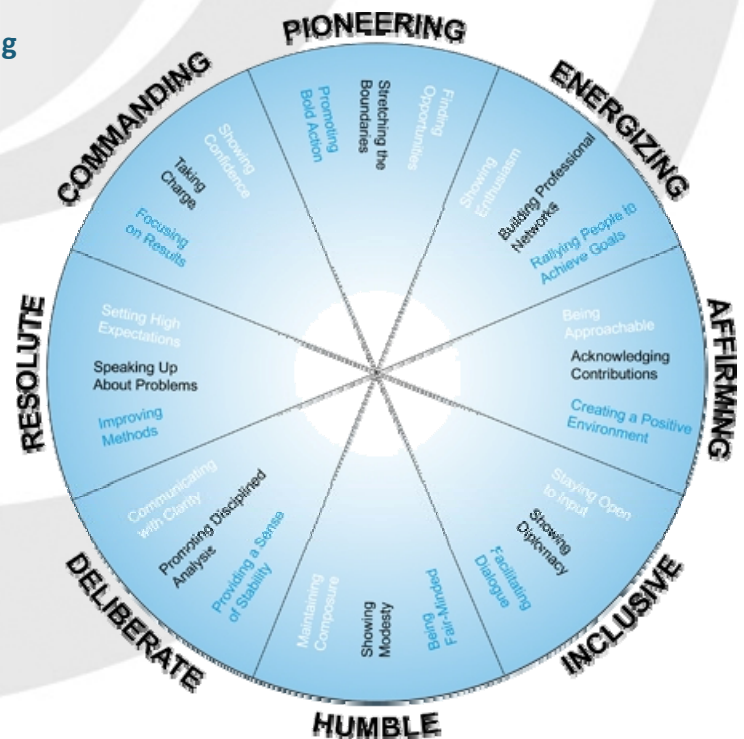
The outcome?

- Leaders who are highly in-tuned with their behavioral effectiveness at influencing and leading others to move the business forward
- A common language for leadership performance and expectations
- Improved collaboration across levels and functions

363™ for Leaders focuses on eight interpersonal approaches of effective leadership. No leader strongly demonstrates all eight – however, effective leaders need to demonstrate a certain level of competency in all eight behavioral approaches.

Developing leaders
at all levels to
lead with purpose
&
decide on principle

2 Days
One-on-one Coaching



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363™ for Leaders combines a 360 process with the power and insight of DiSC®. 363™ gives each leader three personalized strategies for improving their leader effectiveness.

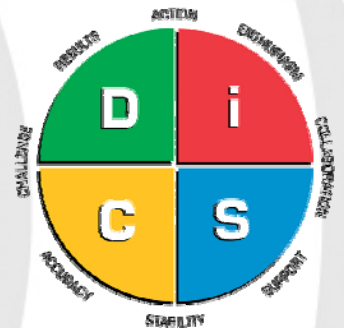
363™ for Leaders includes CommentSmart, a proprietary system where raters give focused, balanced, constructive feedback—that the leader can actually use. 363™ allows raters to provide perspective on their ratings by having them choose from a list of highly-tested comments that focus on validated leadership behaviors.

Section 1: Understanding Self

(am, Day 1)

Utilizing feedback gained from assessments, participants pinpoint their strengths and growth opportunities to develop the self-awareness and self-management skills required for managing others.

- The Role of Manager/Leader
- The Criticality of Emotional Intelligence
- DiSC® System of Behavior Management—understanding your natural strengths and how your behaviors may differ from others



Learning resources:

- Everything DiSC® Workplace™ Profile
- Daniel Goleman's *What Makes a Leader?*

Section 2: Understanding Your Leadership

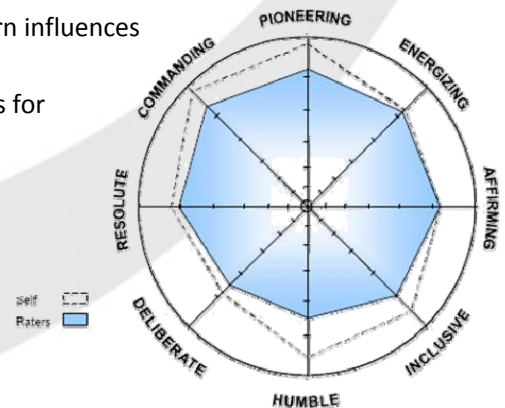
(pm, Day 1)

Leaders dive deep into their 363™ for Leaders report—applying their insights from Section 1 to arrive at a comprehensive understanding of their roles, themselves as leaders and what others need more or less from their leadership.

- 363™ for Leaders Report —understanding your view of your leadership behaviors vs. what others see
- How your DiSC® Behavioral Pattern influences your 363™ for Leaders report
- Homework: Your Three Strategies for Increased Effectiveness

Learning resources:

- Everything DiSC® Workplace™ Profile
- 363™ for Leaders Report
- Three Strategies Worksheet



Talented employees need great managers ...but how long a talented employee stays and how productive his is while his is there is determined by his relationship with his immediate manager

- Marcus Buckingham and Curt Coffman

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Section 3: Accountability Roundtable

(Day 2)

In a structured roundtable format, managers and leaders share their individual insights from their DiSC® and their 363™ reports. They come prepared to commit to what they will do to maximize their leadership effectiveness.

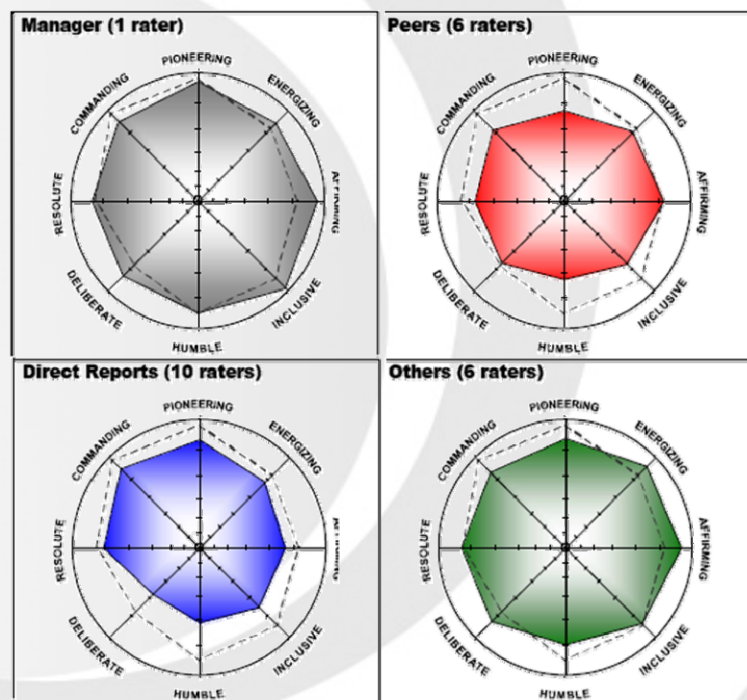
- Commitment to Effectiveness
- Accountability for Results

Learning resources:

363™ for Leaders
DiSC® Workplace Profile
Personal Action Plans
Attending Peers and Colleagues

Self awareness is absolutely fundamental ...You have to [do] a lot of introspective work to develop it, and you can't be authentic without it.

— Bill George



Section 4: Personal One-on-one Coaching

(post session)

Leader accountability for implementing action plans and generating positive results in their leadership effectiveness is supported with one-on-one distance coaching. The 363™ for Leaders process also includes a framework for direct manager support.

A second round of 363™ reports is administered after six months.

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