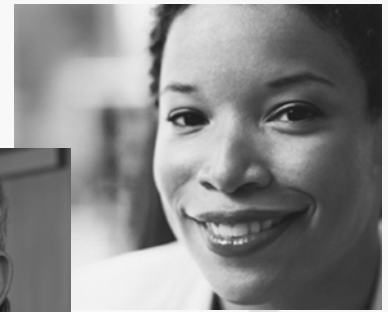
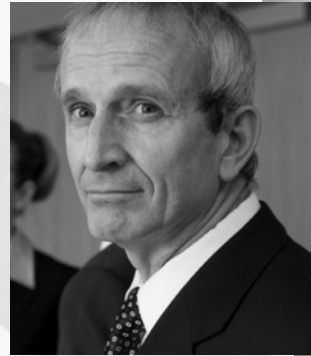


Developing effective leaders
takes time ...
only an ongoing process
will produce
sustainable results.



MENTOR

MANAGEMENT DEVELOPMENT PROCESS

GrowthSource, Inc.

11812 Wayzata Blvd
Suite 128
Minnetonka MN 55305

1-800-563-8332

www.growthsourceinc.com





MENTOR Management Development Process®

The vast majority of management development efforts fall short of addressing what organizations need most from their managers. There are three key reasons:

- Development efforts are implemented with the *hope* that managers will use what they learn, without an expectation of accountability or the benefit of internal support.
- These efforts are often disconnected from personal and organizational performance – they do not insure a deeper understanding of the business and how to lead more effectively within an organization's core purpose and vision for the future.
- They are rarely integrated into the fabric of an organization's management system and culture, missing the benefit of a common perspective for leading people, and transforming the organization to one where people want to work - and want to *stay*.

The Process

The MENTOR Management Development Process® is designed as an inside-out approach to developing leader potential and behaviors that support the achievement of organizational goals and objectives.

Managing Self: In order to effectively lead others, managers must first learn to effectively lead themselves. Gaining insight into their situational effectiveness when working with others is essential to a manager's overall development.

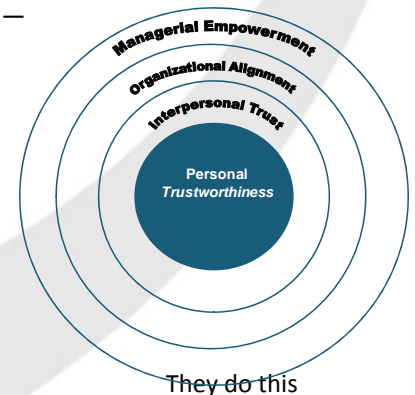
Managing & Mentoring Others: Building a core competency in coaching and developing is critical to executing effectively. It is a process that needs to be keenly practiced and supported by managers and leaders at all levels.

Creating Strategic Perspectives: Communicating a decisive, proactive agenda — clearly and consistently — is the responsibility of all levels of management.

Leading with Integrity and Courage: Talented people ask tough questions of their leaders today. They look for authenticity from those they follow. Leaders need to be familiar with and present to their employees their basic inner values, goals and beliefs to answer their employees' most challenging question: *Why should I follow you?*

Retaining Winning Talent: To remain competitive, must take productive steps to retain team members. by increasing the level of commitment for each team member and implementing meaningful retention strategies.

MENTOR
MANAGEMENT DEVELOPMENT PROCESS



They do this
An Inside—Out Process

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

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Purpose

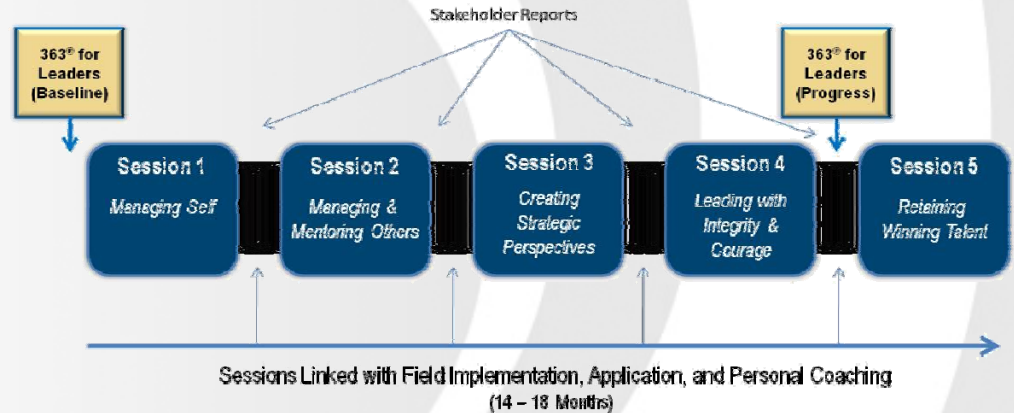
To grow leaders from the inside out, at all levels, to find courage in their integrity to lead with purpose and decide on principle.

Audience

Senior Executives, Middle Managers, Front line Managers. MENTOR® is a self-customizing leadership development process—adjusting to the unique requirements of the organization and the level of leadership. This ensures consistency of development across levels of leadership while being delivered in a way that is highly relevant to the interests and needs of each level.



A Phased Approach with Field Application



75% of derailed careers are due to reasons that have to do with the lack of emotional competence

Session 1: Managing Self

2 ½ Days

Utilizing feedback gained from assessments, participants pinpoint their strengths and growth opportunities to develop the self-management and self-leadership skills required for managing others. Post Session assignments for action planning, one-on-one coaching, measurement, and internal support help ensure manager accountability for implementing new skills.

Learning resources:

- Everything DiSC® Workplace™ Profile
- 363™ for Leaders
- Harvard Business Review Articles
- Personal Action Plans
- One-on-one distance coaching

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Session 2: Managing & Mentoring Others

2 ½ Days

Managers must optimize the efforts of their people as they engage in systems and processes to get work done. They must coach in ways that enable their people with information about their performance and inspire them to take action in different and unique ways – growing both the individual and the organization. Post Session assignments for one-on-one distance coaching and implementing coaching plans with each employee.

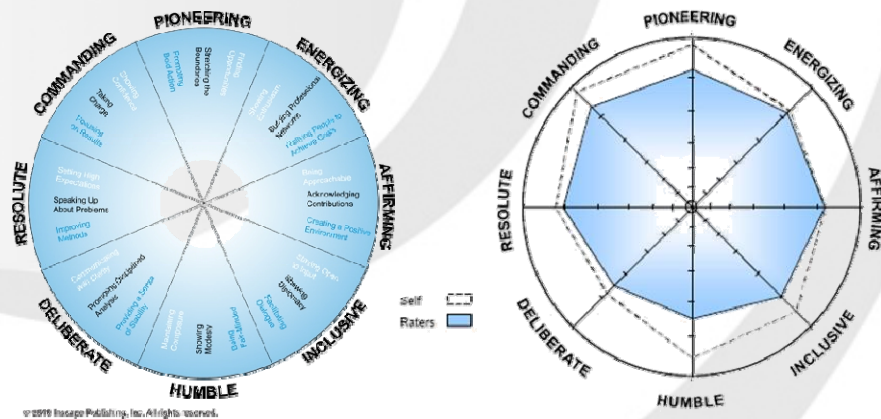
Learning resources:

- Everything DiSC® Workplace™ Profile for Team Members
- Everything DiSC® Management™ Profile
- 363™ for Leaders
- Personal Listening Profile
- Harvard Business Review Articles
- Individual Coaching Plans for Team Members
- One-on-one Distance Coaching

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 can provide perspective on their ratings by having them choose from a list of highly-tested comments that focus on validated leadership behaviors.

Nearly 45% of U. S. workers indicate their relationship with their boss has been affected by the recession



Session 3: Creating Strategic Perspectives

2 Days

Achieving consistently high business results requires employees who are engaged and aligned with the organization's direction. *Creating Strategic Perspectives* outlines the manager's role in developing a clear, proactive agenda, communicating in ways meaningful to those doing the work, and maintaining focus on key outcomes. Managers learn to meaningfully link the work of individuals and teams to organizational purpose and strategy by conducting ongoing strategic conversation.

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Of all the options available to build and sustain a stronger organization, the one bond that remains reliable is the relationship between a manager and his/her team members

-Blessing White

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Participants leave equipped with a deepened perspective of their organization's mission, vision, core values and business strategy. They also leave armed with an actionable process and tools for creating a prioritized agenda for how their team will execute against the strategy of the business.

Learning resources:

Organization's Mission, Vision, Core Values, Business Strategy Strengths, Weakness, Opportunities, Threats, (SWOT) Analysis
Process for a Prioritized Agenda for Business Strategy Execution
363™ for Leaders
Harvard Business Review Articles

Session 4: Leading with Integrity & Courage

2 Days

Effective leadership is about integrating both substance and character. Great leaders bring integrity and authenticity to their roles.

Leading with Integrity & Courage focuses on who participants are as leaders, their values and leadership beliefs. Participants establish their top five leadership values, create their personal Leadership Map and Action Plan for implementing their leadership with *Integrity & Courage*.

Learning resources:

Values Inventory
363™ for Leaders
Personal Leadership Map
Harvard Business Review Articles
One-on-one Distance Coaching

Session 5: Retaining Winning Talent

2 Days

Attracting and retaining talented people with the skills necessary to execute business strategy is one of the keys to global business success. Equally important is ensuring these highly valuable employees are fully engaged, contributing their best, and feeling responsible for their works impact on the organizations long-term future. Leaders therefore need retention strategies based on a what today's employees value .

Participants work through a process to identify the real cost of turnover in their organization and for identifying high flight risks among their employees. Each manager is able to connect the retention risks on their team to the leadership agenda they have developed throughout their MENTOR experience. They leave with a developed retention strategy for one of their highly valued employees.

Learning resources:

363™ for Leaders
Work Expectations Profile for Team Members
Team Member Retention Risk Assessment
Retention Action Plan
One-on-one Distance Coaching

MENTOR Management Development Process® is a fully validated, performance-based process proven to have substantial impact on individual and organization performance in complex, highly competitive, and rapidly changing business environments.

I want to let you know that the MENTOR Process was truly impactful to me and provided key leadership insights for me that I would not have gained otherwise. Not sure if you know but...I was the distributor manager of the year for 2007!

I tell you that because the MENTOR Process had an effect on me personally and truly impacted my ability to lead my team.

The recognition I received was due to the efforts of my team. I used to believe that it was all cliché when someone would say: "it wasn't me it was my team" but now I know...that's completely true.

I was fortunate enough to be the team leader. They were fortunate enough to have had a leader that went through the MENTOR Process. Thank you."

Jim J., Medical Device Sales Manager

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