

*23 years of
challenging and
changing leaders*

Value

What people say -

I have to admit, considering the investment of time I was initially reserved about the program...I really didn't think this was going to offer much but man was I wrong. What made your program different was the focus on me.

It was obvious that you get enjoyment out of watching our progress and this was reward for us all.

The experience has already had an immediate impact on my thinking and attitude. Thank you so much for providing the framework and the open platform for all to share and publicly explore themselves. It really goes a long way.



Lead From Within

The MENTOR Management Development Process[®] develops leader effectiveness starting with the individual manager and progresses out to a manager's ability to align with, behaviorally represent, and effectively execute strategic priorities. In its entirety, participants embark on a 14-month journey so powerful that it changes the way many of them view not only their roles, but also their life.

A Phased Approach with Field Application





What MENTOR Delivers

Managing Self:

In order to manage others effectively, managers must first learn to manage themselves effectively.

Intimately personal and profoundly moving, *Managing-Self* proves to be *the* foundational experience for understanding the value managers bring to an organization.

Using feedback gained from assessments, participants pinpoint their strengths and areas of growth to develop the self-leadership skills required for managing others.

The session culminates with an Accountability Roundtable designed to kick start participants' public commitment to themselves as responsible leaders.

Action planning, one-on-one coaching, and progress reports help ensure manager accountability for implementing new skills and insights.

Managing & Mentoring Others:

Building a core competency in coaching and developing others is critical to effective execution. It is a process that needs to be keenly practiced and supported by managers and leaders at all levels. As a Channel Partner for both the Ken Blanchard Companies and Wiley, GrowthSource combines the most widely used leadership models in the world with our own proprietary look at performance. The result is a *powerfully personal and organizationally critical* solution for growing a manager's ability to lead others.

Participants learn how to assess both competence and commitment in individual employees. They also gain a *deep* understanding of the behavioral priorities of their employees that often proves to be a game changer for how they improve employee performance.

Creating Strategic Perspectives:

Creating Strategic Perspectives is not about creating strategy. It is about understanding it and how it translates into possibilities within the manager's span of control.

Managers learn how their leadership either helps move their team to the future, or inhibits the opportunity for innovation and growth.

Understanding the organization's or department's strategic priorities.

Envisioning the possibilities those priorities hold for your team at your level.

Aligning the possibilities with others.

Implementing a personal agenda for leadership designed to more effectively lead people to execute for success and achieve the possibilities they define.

Leading With Integrity & Courage: Talented people ask tough questions of 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?*

Key MENTOR Deliverables

- *Personal Accountability Roundtable*
- *Assessing Employee Readiness*
- *Setting Employee Goals*
- *Mastering the Coaching Conversation*
- *Translating Organizational Strategy into Local Vision, Alignment and Execution*
- *Personal Leadership Map*

-
- Customized to Your Organization's Language
 - Tied to Your Business Strategy
 - Flexible Implementation Options
-