

Leadership Acceleration

*A process for growing your leaders
faster than your revenue*



The Metiss Group™
behavior experts at work

Why is Leadership Acceleration important?

It is famously stated “*Employees leave bosses, not companies*”.

Now, more than ever, companies need to train their employees to be better leaders to combat turnover.

As more and more Baby Boomers exit the workplace, younger generations are being asked to lead before they are ready. Our emerging leaders are being asked to rapidly learn skills older generations took years to master.

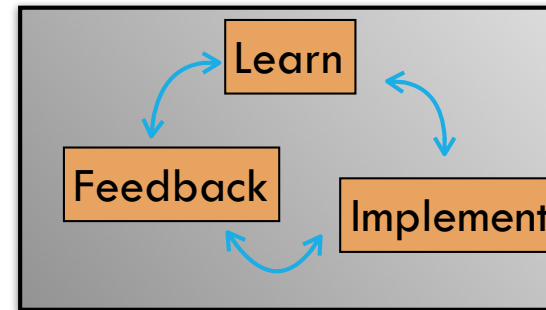
Training on fundamental, proven leadership skills is critical for leadership growth to keep pace with business growth.



Being a leader is a privilege and difficult to learn!

As we discover more and more about how people learn, we are realizing classroom, lecture style learning is extremely outdated. When we focus on leadership training, we utilize the 70-20-10 approach to learning.

- **70 percent** of learning time spent implementing and practicing the concepts
- **20 percent** of the time garnering feedback on their approach
- **10 percent** of the time in classroom learning



When we look at the amount of time and priority leadership training takes, most organizations are not equipped to handle the workload of teaching, mentoring, coaching, and developing.

Often times, organizations look to external experts to help implement these changes and help their company grow.

How do you know you need Leadership Acceleration?

If we believe people leave bosses, not companies, then **turnover** is an indicator that leadership training is needed.

Are you consistently losing “A” players to the competition or to new roles? Start by looking at their boss as a solution to the problem.

Have you heard exit interviews sound like this?:

- “I liked the job in the beginning but it wasn’t what it seemed to be nine months down the line”
- “My boss was always too busy to give me feedback and I felt like I was accomplishing nothing. The most interaction we had was during my annual review.”
- “I really do enjoy working here but I don’t want to be in this role forever, I want to expand my skill set and I don’t see a path to do that here.”

And our personal favorite,

- “I was given an offer I couldn’t turn down.”

These are all telltale signs that there is a leadership shortage in your organization.

THE SOLUTION



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The Leadership Acceleration Process



In-Depth Leadership Assessments	Focus on Key Leadership Practices	Implement Leadership Practices	Meet one-on-one with Advisor	Reinforce learning in areas that need further focus	Refine and implement Leadership Practices	Meet one-on-one with Advisor
75+ page report	Fast paced, interactive session	Experiment with leadership style	Finalize development plan	Customize to Development Session	Execute against development plan	Final focus geared to solidify leadership practices
Debrief with certified advisor	Learn processes and techniques to accelerate the performance of your direct reports	Understand how to implement key practices into work environment	Understand the level of success of implementing each of the key practices	Explore situational role plays	Seek feedback from observers	What's working
Action plan created	Apply immediately	Create development plan	Provide resources			Check-in
			Participate in role play			Accountable for future success

In this model, 10% of the time dedicated to personal development might be in a 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 coaches). This becomes an iterative loop because after getting feedback, the individual may need to learn new or additional techniques (10%) to then re-apply (70%), to gain additional feedback (20%) in order to keep fine-tuning, and progressing along the growth path.

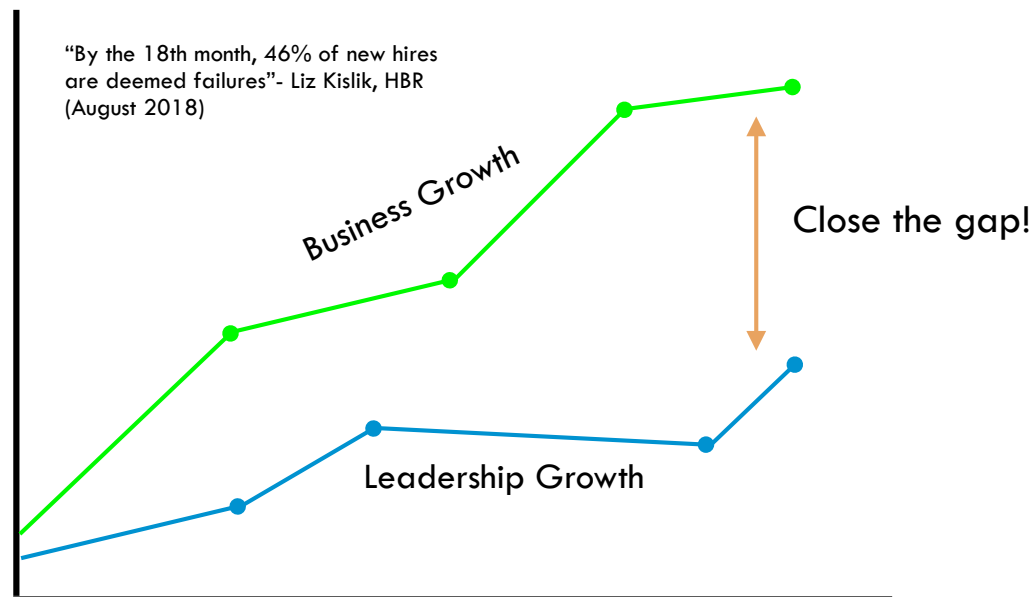
It's the learning, applying, and feedback loop that allows for the most development of the individual.

What happens after?

Leaders will be proficient in:

- Empowerment
- Succession
- Personal Development
- Scorecard/Job Accountabilities
- Feedback and Communication
- One on Ones
- Performance Reviews
- Goal Setting

When equipped with the tools, leaders are capable of growing at the same speed as your business.



Getting Started

- **Identify** leaders with direct reports or leadership potential that need training on proven leadership principles.
- **Prepare** the participants for a five month journey of self-discovery, training, one-on-one coaching and lots of real-world application with feedback.
- **Engage** a preeminent leadership consulting firm with a proven process and experienced leadership advisors to guild the leaders through the journey



Why The Metiss Group?

Since 1996, The Metiss Group has helped hundreds of companies hire, develop, retain, and transition thousands of employees in just about every industry.

We love what we do, and we love talking about it, whether it turns into a formal engagement or not. If you have something you want to talk about, please give us a call!

Learn more [here](#).



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*"The Metiss Group has helped create nothing short of an evolution in my company. Our literal bottom line says it all: **in five years, we quadrupled revenue and are now enjoying major growth for the foreseeable future.**"*