

Have you just completed a merger or acquisition, or appointed a new leader? Are you feeling anxious about meeting or exceeding the expectations for the "deal?"

The Leading With Courage Academy helps organizations smooth or pre-empt the dysfunctional behaviors and culture clashes that keep 70%-90% of mergers and acquisitions and 40%-50% of new leaders and managers from realizing their full potential.

LWCA designs, facilitates, and reinforces MEASURABLE development programs that move leaders and managers from blind spots to action.



## Experienced "Guides"

- At the Leading With Courage® Academy, we know how much effort it takes to meld two organizations into one, high-performing entity
- We know how different things can be when you're aware of your blind spots
- We know how it feels to go through training programs that can't be used right away
- One of our founders coached in major league baseball and helped the best get even better
- One of our founders was a senior finance and operations executive in the US and Europe with a Fortune 200 company
- We have written three books on leadership, one of which was an Amazon best seller
- We are authorized partners of Everything DiSC®, Five Behaviors of a Cohesive Team™, and Engagement Multiplier®

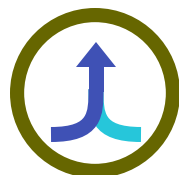


## Proven Tools and Processes

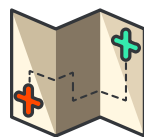
- *Everything DiSC®* self- and 360- behavioral assessments that increase self- awareness
- *Genos Emotional Intelligence* self-, 180-, and 360-assessments for enhancing self- awareness, empathy, leadership and resilience
- *Nine Behaviors of Leading With Courage®* workshops, assessments, and coaching that enable managers and leaders to make a bigger impact, sooner
- *Five Behaviors of a Cohesive Team™* for building effective teams
- *Engagement Multiplier®* for measuring the impact of our programs and your progress at creating a high-performing organization
- *Group and one-on-one coaching and consulting* for interpreting feedback, closing the gaps and staying on focused on objectives

# Example of an LWCA engagement

LWCA designs, facilitates, and reinforces measurable development programs that move leaders and managers from blind spots to action.



**Client has just completed an acquisition and needs to integrate the two cultures -- quickly and intentionally**



- LWCA meets with integration leaders to understand their objectives and define what success looks like
- LWCA develops a plan to improve communication, teamwork and productivity between and among employees in 3-5 months
- Each employee will complete an Everything DiSC assessment
- Engagement Multiplier (EM) will be used to measure the impact of the plan
- To ensure DiSC and EM "stick," bi-monthly training on using DiSC and EM in the workplace will be offered



- Single point of contacts at client and LWCA appointed
- Client provides LWCA with names and email addresses of employees
- Employees are assigned to groups for tracking progress - acquired and acquiring company, department, office, level, tenure, etc.
- LWCA then administers the process of assessing all the employees, including reminders to non-respondents
- Assessment process takes two weeks



- Employees opt into the MyEverything DiSC app and their personal EM dashboards
- LWCA facilitates sessions with leaders and employees on interpreting and using their DiSC and EM results
- Employees run DiSC comparison reports from the app between themselves and their direct reports, boss, and teammates
- Employees meet with their direct reports, boss, and teammates to compare their DiSC styles.
- Each meeting lasts 30 minutes



- Working with LWCA, leaders choose three focus areas for improving engagement
- Plans for each focus area are developed, shared with employees, and implemented
- Each quarter, LWCA reassesses progress by deploying an EM survey
- Survey results are shared up, down, and across the company
- Action plans are fine tuned, new focus areas are selected, etc.