

# THE EXCELLERATED LEADER

## WHAT IS THE EXCELLERATED LEADER?

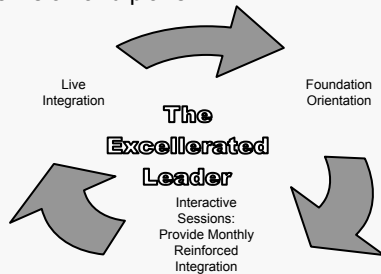
The Excellerated Leader is a flexible program to help professionals integrate their development back into the business system for improved personal/professional results.

## WHAT DO YOU GET FROM THIS PROGRAM?

- Creative and objective feedback.
- Awareness of the impact your motivational drivers have on your personal life and professional career.
- Instruments to help manage your natural motivational drivers.
- Better personal and professional results.

## WHY DO RESULTS OCCUR?

- The flexible framework produces self awareness and management of your natural motivational drivers when a different approach is needed.
- The ongoing support with a Professional Business Coach keeps you on track.
- The opportunity to practice what you're learning, create an environment that embraces change, and map cohesive vision and plans.



### TESTIMONIAL...

"...I was so fascinated with the motivational drivers as it explained a lot of the *why* questions: *Why* do I do things a certain way? *Why* am I more comfortable in one environment over another? However, the true learning came from understanding the *how* questions: *How* can I improve my results by changing what would come naturally? *How* can I be successful in an environment that is out of my comfort zone? And as you can imagine, so many more *why* and *how* questions were revealed!" Becky C., Business Executive

## HOW DOES IT WORK?

Through **Orientation**, **Group Interactive Sessions** and **Live Integration**.

## FOUNDATION ORIENTATION

### Motivational Drive-Based Instrument

Shows *what* change is occurring and *why*. An instrument shows:

- How the individual is naturally motivated;
- The changes the individual feels they need to make;
- If changes are motivating or de-motivating;
- The behaviors exhibited as a result of the changes they are trying to make.

### 360 Feedback Results

- 360 Feedback acts as your scorecard and self-awareness metric. Provides feedback through the lens of stakeholders: self, supervisor, peer, direct report, customer/supplier/client.
- Isolates the most important actions the professional can take.
- Identifies robust reports on strengths and limitations.
- Reports on open-ended feedback from stakeholders.
- Provides laser-like insights into the **why** there is that feedback.

### Leadership Tools

Participants work to create self-awareness then learn the how to change that which is no longer working for them. Participants learn critical elements to develop their own coaching skills.

## GROUP INTERACTIVE SESSIONS

**Group Interactive Sessions** reinforce the Foundation Orientation work. A professionally-trained business coach meets with the Group to **integrate the development**. Sessions provide: a learning minute focuses on creating awareness in giving and receiving feedback, counseling for effective performance, developing metrics in business, navigating the political landscape or **tailored for the group or team**.

## LIVE INTEGRATION

The Group Interactive Sessions provide the **launch** for the member to **integrate their development** into their life. The member integrates their commitment into their professional and/or personal life (this is part of Live Integration.) The next month, the member reviews with the Group their progress on their commitment.