

Developing Managers into Leaders

***XM Truth:** Leadership Development is not a class, it is a process. Gather information, transform thinking, lead better, assess effectiveness, and repeat.*

In thirty years of developing and coaching leaders, I have seen breakthroughs in potential by following this pattern: Learn, Adjust, Apply, Reflect, Repeat. As I have built XM Performance to serve business owners, one of the key obstacles to growth is not having strong leaders or knowing how to develop the managers on the team. Exponential growth in small business is achieved when owners start leading through other leaders, instead of managing all the work themselves.

Managers to Leaders is our Xtra Mile course designed to assist you in overcoming this obstacle. We have intentionally designed this course to be delivered one bite at a time over six months. It allows us to coach the leadership out of your managers instead of just teaching them in a classroom environment. Participants will have the advantage of learning alongside 8-12 other management professionals who are in similar leadership roles in different industries. The environment provides several advantages. First, it follows the leadership learning pattern previously discussed. Next it leverages shared learning across several business environments. Lastly it provides a push and accountability from 'peer' training partners to grow a little every month. For existing XM Performance clients, it additionally provides your top managers training and practice using the same tools and process that you are using in your leadership forums.

The Curriculum: Monthly classes for 3 hours. Monthly group calls for sharing and accountability.

Session 1: Teambuilding, DiSC profiles, Leadership 101 (Respect x Relationships x Results = Influence)

Session 2: Thinking Strategically and Executing Tactically (DNA and the Discipline of Do)

Session 3: What employees really want, motivating and inspiring Xtra Mile Performance

Session 4: The Foundations of Effective Delegation

Session 5: Mastering Feedback to Xcelerate Performance

Session 6: Leading and Managing Organizational Change

The monthly sessions will be augmented with a group conference call for accountability and reinforcement of key ideas. Each participant will also be trained in monthly goal setting and project management.

2018 Schedule: We will meet on Tuesday mornings from 8:30-11:30 am
Jan 23, Feb 20, Mar 20, Apr 17, May 15, Jun 19

Investment: \$1,500 for the first participant, \$1,200 for each additional manager. Discounts are available for owners who are participating in any of our XM Leadership Forums. Group rates available for company specific training at your location.