



Breakfast Leadership C Series *October 2020 through June 2021*

Series Rationale: Effective Organizations, Leadership & Followership

Over the past 37 years, I have had the privilege to assist organizations throughout the United States and Canada in the areas of better strategic planning (aka "Chainsaw Planning"®), more effective hiring & evaluation techniques, managing conflict & difficult employees, and leadership & followership training.

The topics of leadership & followership have long fascinated me, as these are essential elements within my most effective clients' organizations. Healthy followership is a real, genuine employee response to healthy, genuine leadership, especially if that leadership is clear about the vision for the organization, and a good plan is in place to achieve that vision.

An Important Observation

At one point, I was thinking about my most effective clients and discovered that a key differentiator for those organizations was the presence of a strong, effective inside leader in a support role. The person you rely on when you cannot or do not have the personal resources to attend to business on your own. You trust and rely upon them to manage their part of the organization as if it were their own. These are the people that can:

- Think like the boss or the owner
- Model effective, healthy followership
- Understand, promote & help deliver the organizational vision
- Manage outcomes identified as essential within the strategic plan
- Help employees to persist, succeed, & thrive
- Learn new skills & deal with role ambiguity

"New Normal" Questions

- In this new normal, how has your Firm's culture been tested and how has leadership adapted its approach to reinforcing values?
- What limitations do Team Members at various levels face (owners, executives, staff), and how does leadership support them in reaching peak performance in their roles?
- How does leadership focus on developing talent for long-term careers, not jobs?

Series History

Prior participants have ranged from leads to first-time supervisors to CFOs & VPs. Participants have come from sales, financial/insurance, medical, nonprofit, manufacturing, marketing, education, & development.

Series Design

This series was designed to:

- 1) Offer exceptional training to key inside leaders.
- 2) Offer training & development in smaller portions to reduce time away from the job. (One session per month; 8:00 to 9:30 AM)
- 3) Build a cohort of similar leaders that can use each other as professional & personal resources.
- 4) Offer #1s the benefit of an outside perspective re: helping their #2 be even more effective.

2020-2021 Series ROI

The Leadership Series will:

- 1) Allow participants to select a problem or issue inside their organization & solve that problem.
- 2) Deliver specific instruction & guidance to participants re:
 - A) Better leadership & management - up & down the org chart.
 - B) Execution (the art of getting many things accomplished).
 - C) Influence (getting people to do what they are supposed to do, faster).
 - D) Manage & reduce conflict, & work more effectively in difficult situations.
 - E) Improving personal presence, presentation & communication skills.

Series Details

- 1) Pre-session interview w/ each participant re: their needs.
- 2) Pre-session interview with each participant's supervisor re: their perceptions of participant's needs.
- 3) Nine monthly training sessions.
- 4) Each session will be held @ 8:00 to 9:30 AM monthly on a consistent day.
- 5) Calls to all #1s to review progress of #2s & ideas for even higher productivity.
- 6) Books, subscriptions, research summaries, etc. personalized to the needs of each #2. Coaching sessions for #2 & #1 where needed.

Series Dates

Oct 8	Nov 12	Dec 17	Jan 7	Feb 11
Mar 11	Apr 8	May 6	Jun 10	

Please call Bruce @ 320-260-2612 or e-mail bruce@bigrivergroup.com with questions or to register.