Multipliers versus Diminishers

Developed by BTS, Advantage’s strategic thought leader partner, the Multipliers Simulation shows leaders how to lead as Multipliers (rather than Diminishers) of their employees’ talents and intelligence. Our finance leaders learned and experienced the Multipliers mindset through engaging, interactive activities. Throughout the day, they practiced key Multipliers principles and developed skills for both multiplying the intelligence of their teams and avoiding becoming Accidental Diminishers. It was compelling to our finance leaders to see how the Multipliers mindset and tools would give them more access to the brainpower of their people and bring out twice the intelligence.

The format of the experience allowed all of our finance leaders – including our CFO, controller, and vice presidents – to reach their own “a-ha” moments by working through realistic and challenging scenarios, collaborating with their table teams, participating in rich discussions, and reflecting on their own interactions and relationships. With this very personal leadership approach, we could see people’s minds expanding as they went through the workshop, and it was easy to visualize how this new culture and approach was going to unfold for the organization. The participants left the program with an aligned mindset and new insight into how to access the full intellectual capacity of their teams.

Focused Accountability Leads to Greater Success

As the finance team headed into the fourth quarter, they decided to focus on three Multiplier behaviors they thought could help the team be successful during their annual “crunch time.” By holding each other accountable for the behaviors, the team has been able to maintain the momentum sparked by the workshop and solidify the Multipliers behaviors on an individual and team level.

With the whole team going through the experience as a function, we have been able to build a culture and common language around the Multipliers mindset. In addition, we’ve had opportunities to do follow up work within the finance function that has built even greater alignment with the culture. We look forward to cascading the program to other parts of the organization and tapping into the great stores of brainpower and innovation that exist across Guidewire.