



Contributing as a Multiplier

Contributing as a Multiplier Simulation is a powerful experience that enables participants to enhance their ability to draw out the intelligence of their peers and manager, while learning how to respond to diminishing environments. The simulation is based on the best-selling book, *Multipliers: How the Best Leaders Make Everyone Smarter*, by Liz Wiseman. Wiseman's research shows that Multiplier leaders get more intelligence from their teams than their Diminisher counterparts do—in fact, over twice as much. Her research also found that *Multipliers* concepts are relevant and vital at every level. The exciting news is that the mindset and skills of Multipliers can be learned and developed by anyone. Everyone, regardless of their title, can work in ways to access the best thinking and intelligence contribution of others.

Through this highly interactive, experiential learning program, participants will learn critical skills to help multiply the intelligence of those around them and manage the impact and influence of people they work with. By the end of *Contributing as a Multiplier*, participants will:

Know

We contribute more of our thinking under some leaders than under others.

We can multiply, as well as accidentally diminish, those around us.

Do

- Apply specific approaches to build resilience and break the diminishing cycle.
- Help our leaders better multiply us.
- Learn ways that we can better multiply – and stop diminishing – the people we work with.

Not only will participants learn how to enhance their ability to be a Multiplier for others and how to get the most out of the people they work with and manage their own response to multiplying and diminishing environments, they will also have the opportunity to develop their cross-functional peer network.

Foundational topics:

- The Multiplier Effect and the Five Disciplines of Multipliers
- Becoming a Multiplier—applying new tools, experiments, and behaviors
- Combat Diminishing Behavior—how to work within a diminishing environment and/or for a Diminisher
- The Accidental Diminisher – how we accidentally shut down intelligence despite our best intentions
- Personal action plan and commitments
 - Experiments to try (on your own)
 - Individual Action Plan

Audience

This version of the *Contributing as a Multiplier Simulation* is focused on non-supervisory audiences:

- Individual contributors on a leadership track
- Experts who may lead project teams but do not have direct reports

Implementation and Customization

The program can be delivered in a period of 6-8 hours. The workshop works best with group sizes up to 30 participants, and the program can be scaled to fit larger audience requirements.

The Best Results Happen through a Learning Journey

Our clients experience the greatest success when the *Contributing as a Multiplier Simulation* is part of a broader learning journey. An Advantage consultant can assist with the design of the journey as well as with identifying specific ways to measure success.

