

SOLUTION OVERVIEW

Being a Leader

It's time to rethink how we develop our front line leaders.

From our thought leader partner **BTS**

The journey

A 6-element, 3-month journey features:

- **A kick-off:** taking a Portrait Assessment to uncover natural leadership strengths
- **Self-paced learning:** absorbing core leadership concepts, embedded in engaging storylines and brought to life through digital simulations
- **Facilitated workshops:** integrating new leadership behaviors and practicing new skills in dynamic learning environments, including three team-based simulations
- **"Go-Do" applications:** sets of learning experiences integrated into the flow of every-day work
- **Facilitated pods:** discovery and experimentation that leads to gleaning deep insight and sharing accountability in small, supportive groups
- **Closing:** celebrating successes and focusing on the road ahead

Traditional development helps leaders drive results through others, but with modern operating models emerging, they must now engage others' intelligence. Furthermore, these tumultuous times require that front line leaders guide with **heart**, helping others do their life's work. Such new expectations, however, do not replace the old, and front line leaders must meet these accumulating demands.

How, then, can we inspire front line leaders to do the best work of their lives, equipping them to excel new ways?

At Advantage, our methodology transforms front line leaders of today into big-hearted and high-performing leaders of tomorrow. We believe that leadership development begins with **mature business perspective**, occurs during specific leadership **moments**, and requires a fundamental **mindset shift**.



How participants will transform

Uncover their natural strengths	Seek to improve their own impacts
Gain deep understanding of team's contribution to revenue and costs	Increase autonomous decision-making on behalf of the business
Recognize their own and others' communication styles	Bring out the best in others, encourage curiosity, and embrace diversity of thinking
Co-create clear stretch goals linked to the business strategy	Communicate a shared vision connecting to broader business goals, which create a psychologically safe environment
Provide coaching on goal steps and progress	Establish a focus on empowering and developing others
Delegate the "what" and empower the "how"	Equip team members for future challenges
Lead with a growth mindset	Cultivate a workplace of resilience, "smart" failure, and humility
Initiate and create a culture of feedback	Spark conversations which stem from the right intention and deliver powerful results

