



Realize The Potential Of Your Employee-Owned Organization



Leading With Courage Academy helps the leaders of ESOPs foster a Culture of Leadership that's built on higher levels of self-awareness, trust, engagement, and collaboration.

LWCA facilitates leadership development assessments and workshops and a succession planning process that give the founders and leaders of ESOP companies the peace of mind and confidence that come from knowing:

- You've developed the talent needed to run the business in your absence.
- Employees share and live the values of the company you founded and / or built.
- Everyone is acting with the intentions of an owner.
- Your leaders and managers are more resourceful and less forceful.
- You've provided your employees with tools and concepts that build trust and leverage their individual differences.
- The business is more likely to thrive and grow because you've invested in programs that enable you to attract and retain quality "A" players.
- Your legacy will be preserved.


Before attempting to do this on your own, ask yourself these three questions:

1. Do you have the time, interest and expertise to do it?
2. If you start to do it, how committed are you to completing it?
3. What is your alternative to doing nothing?

Perhaps you've already tried to do this yourself and haven't gotten the results you need.

Can you afford another failure?

Have Questions?

 (312) 827-2643

 Hello@LWCAcademy.com

www.LWCAcademy.com | Chicago, IL



Realize The Potential Of Your Employee-Owned Organization



Why should you consider working with the Leading With Courage Academy?



We Are Experienced "Guides"


- We know how much effort it takes to build and maintain a high-performing organization.
- We know how different things can be when you're aware of your blind spots.
- We also know how it feels to go through training programs that can't be used right away.
- Participants in our programs tell us they are able to use 78% of what they learned immediately.
- Our founder was a senior finance and operations executive in the US and Europe with a privately-held, Fortune 200 company (including four years in its family office) and COO of two Top 50 CPA firms..
- He has written four books on leadership and is an Official Member of the Forbes Coaches Council.
- Each of our facilitators have been hands-on leaders in mid-size to large organizations.
- We are a member of the National Center for Employee Ownership (NCEO), The ESOP Association, and the Private Directors Association (PDA)



Our Unique Tools & Processes

- **Engagement Multiplier®** for measuring your progress at creating a high-performing organization and the impact our programs are having on your people.
- **Engaged Purpose Statement** that details the transformation you are trying to create and inspires your team to align their daily activities with the larger aspirations of the organization.
- **Nine Behaviors of Leading With Courage®** workshops and assessments that provide managers and leaders with essential, practical skills needed to make a bigger impact.
- **Everything DiSC® comparison reports** that are the catalysts of conversations for building new trusted relationships and strengthening those that already exist.
- **Emotional (Intelligence) Climate Index** for measuring and tracking the emotions your employees feel the most often at work.
- **Mapping your values to the 42 observable behaviors of emotional intelligence** so you can objectively assess the alignment of team members and new hires with your values and culture.
- **A succession planning process** that's simple, practical and built upon industry best practices.

Have Questions?

 (312) 827-2643

 Hello@LWCAcademy.com

9 Ways To Realize the Potential of Your ESOP

And, LWCA can help ensure you're successful.



1 Encourage

employee participation by preparing and communicating an engaged purpose statement



2 Share

big-picture and organizational plans early and often.



3 Measure

employee engagement and Emotional Climate Index on a regular basis to understand what will keep employees energized, focused, and present.



4 Invest

in succession planning and developing your employees to be more effective as leaders, managers and owners.



5 Give

frequent, timely and specific feedback so employees know when they are and are not meeting your expectations.



6 Create

structured opportunities for employees to get involved in addressing the challenges facing your organization.



7 Seek

feedback from customers and clients regularly and share it with employees on a timely basis.



8 Embrace

delegation. Communicate clear expectations, let go of tasks, and avoid micromanaging so employees can learn and grow.



9 Foster

cultures of ownership and leadership at all levels of the organization.



Example of a retainer engagement.

**LWCA brings the experience, tools and processes.
You bring the commitment and openness to new ideas and change.**

Now

Your Organization

Benchmark & Plan

LWCA conducts 4 assessments of your organization

- Culture
- High-Performing Organization
- Employee Engagement
- Emotional Intelligence Climate Index

Establish benchmarks

Identify areas of concern and needs to be addressed

Prepare an Engaged Purpose Statement

With input from all of your employees and LWCA's guidance and support

Develop simple action plans and

Define success criteria

Based on the insights and data gathered from surveys and assessments

Retainer engagement

- Includes the three assessments of the organization, consulting to interpret the results, preparation of an Engaged Purpose Statement, and action planning
- You retain all the data collected, reports, action plans
- Typical duration: 3-4 months

Next

Individuals & Teams

Insights & Improvements

Share the plans and engaged purpose statement with all employees

Increase the effectiveness and impact of leaders, managers & teams

LWCA works with your leaders, managers and teams to discover and address their ownership and leadership blind spots with some or all of these tools:

- Genos Emotional Intelligence assessments and workshops
- Everything DiSC® profiles & workshops
- Everything DiSC Productive Conflict workshop
- Five Behaviors of a Cohesive Team™
- 360- and 180- feedback
- LWCA® Workshops including delegation and decision making, identifying your high-performing team, and active listening
- 30+ LWCA self-assessments
- One-on-one and group coaching

Add emotional intelligence assessment to hiring and talent management processes

- Includes the mapping of the 42 observable emotional intelligence behaviors to your core values

Retainer engagement

- Customized to the needs of your organization and the participants
- Typical duration: 12 months

Later

Reassess & Refine

Assess employee engagement / culture of ownership every 90 days

- Subscribe to Engagement Multiplier
- Review the reports
- Create a simple action plan each cycle
- Share with the team and work together to put the plans into action

Reassess and compare to benchmarks:

- Emotional Climate Index every 6 months
- Emotional Intelligence and leader/manager effectiveness every 12 months
- Culture and high-performing organization every 15-18 months
- Team effectiveness every 2-4 months

No additional fees except for cost of third party assessments (if any)



150 N. Michigan Ave., Suite 800
Chicago, IL 60601
(312) 827-2643
Hello@LWCAcademy.com
www.LWCAcademy.com