



**Leading With Courage Academy**  
(312) 827-2643  
[www.LWCAcademy.com](http://www.LWCAcademy.com)



## Character-based Capitalism Program

Unleash the power of every employee to think and act like an owner with this five-session program based on the principles, tools and processes of **Character-based Capitalism**. Drawing on the lessons from *"The Story of The Character-based Car Company,"* this program is designed specifically for employee- and family-owned businesses that want to thrive and grow by building a Culture of Ownership and Leadership based on the concept of *making more money by doing what is right for all stakeholders*. (This program is best suited to a group of five to 10 leaders from the same organization.)

## Succession Planning

We facilitate a **7-step succession planning and development process** to help you create a higher-performing organization with a pipeline of talent that's ready to meet your future needs.

## Five Behaviors of a Cohesive Team™

Based on Patrick Lencioni's New York Times best seller, *Five Dysfunctions of a Team*, this day-long facilitated program guides intact teams through a journey to improve in five areas that are key to productive team dynamics: Trust, Conflict, Commitment, Accountability and Results. Additionally, the program is powered by Everything DiSC®, allowing participants to understand themselves and others better.

## Everything DiSC 363® and Genos EI Leadership 360 Assessments

Self-assessments are a good start, but they're biased. While you may think you're a 5, if your colleagues think you're a 2, then you're a 2. Courageous leaders and managers solicit feedback from others on how they're doing. Everything DiSC 363® and Genos EI Leadership 360 assessments gather anonymous, constructive feedback from your boss, direct reports, and peers and colleagues on how you can improve your effectiveness.

## Self-awareness of strengths and blind spots

Our 30+ self-assessments help individuals and teams begin to identify their leadership bright spots and blind spots. Included among them are leadership, listening, delegation, and providing feedback. These self-assessments are the foundation of our **Leading With Courage® workshops** that range in length from two-hours to a full day and are customized to meet the needs of your organization and the attendees.

## Employee Engagement

As an authorized partner of **Engagement Multiplier™**, we provide a platform for measuring, visualizing, and improving employee engagement that also answers the question "Is this development program having any impact?" Organizations experience astounding results by making employee engagement a priority. Improvements in productivity, employee retention, and morale lead to strong organizations that grow by leaps and bounds. To align your team's activities with the larger aspirations of your organization, we can help you draft an **Engaged Purpose Statement**.

## Emotional Intelligence (EI)

EI accounts for nearly 90% of the difference between average and star performers. We offer self, 180- and 360-degree Genos EI assessments, as well as the 6-session, EI workshop called **Ignite**. We use the **Emotional (Intelligence) Climate Index (ECI)** to regularly measure the emotions your employees feel most frequently at work. And, to objectively assess an individual's alignment with your culture, we'll work with you to **map your core values to the 42 observable behaviors of EI**.

## Everything DiSC®

We are authorized partners of Everything DiSC®, the behavioral self-assessment that's been designed to improve communication, teamwork, and productivity. There are DiSCs specific to sales, management, and leaders, as well as an app and **comparison reports**. We offer half- and full-day workshops on interpreting and using DiSC.

## Tools for Creating Higher-Performing Employee- and Family-Owned Organizations

LWCA brings the experience, tools and processes.

You bring the commitment and openness to new ideas and change.

