

Have you just completed a merger or acquisition, or appointed a new leader? Are you feeling anxious about meeting or exceeding the expectations for the "deal?"

The Leading With Courage Academy helps organizations smooth or pre-empt the dysfunctional behaviors and culture clashes that keep 70%-90% of mergers and acquisitions and 40%-50% of new leaders and managers from realizing their full potential.

LWCA designs, facilitates, and reinforces MEASURABLE development programs that move leaders and managers from blind spots to action.



Experienced "Guides"

- At the Leading With Courage® Academy, we know how much effort it takes to meld two organizations into one, high-performing entity
- We know how different things can be when you're aware of your blind spots
- We know how it feels to go through training programs that can't be used right away
- One of our founders coached in major league baseball and helped the best get even better
- One of our founders was a senior finance and operations executive in the US and Europe with a Fortune 200 company
- We have written three books on leadership, one of which was an Amazon best seller
- We are authorized partners of Everything DiSC®, Five Behaviors of a Cohesive Team™, and Engagement Multiplier®



Proven Tools and Processes

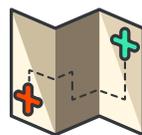
- *Everything DiSC®* self- and 360- behavioral assessments that increase self- awareness
- *Genos Emotional Intelligence* self-, 180-, and 360-assessments for enhancing self- awareness, empathy, leadership and resilience
- *Nine Behaviors of Leading With Courage®* workshops, assessments, and coaching that enable managers and leaders to make a bigger impact, sooner
- *Five Behaviors of a Cohesive Team™* for building effective teams
- *Engagement Multiplier®* for measuring the impact of our programs and your progress at creating a high-performing organization
- *Group and one-on-one coaching and consulting* for interpreting feedback, closing the gaps and staying on focused on objectives

Example of an LWCA engagement

LWCA designs, facilitates, and reinforces measurable development programs that move leaders and managers from blind spots to action.



Client has just completed an acquisition and needs to integrate the two cultures -- quickly and intentionally



- LWCA meets with integration leaders to understand their objectives and define what success looks like
- LWCA develops a plan to improve communication, teamwork and productivity between and among employees in 3-5 months
- Each employee will complete an Everything DiSC assessment
- Engagement Multiplier (EM) will be used to measure the impact of the plan
- To ensure DiSC and EM "stick," bi-monthly training on using DiSC and EM in the workplace will be offered



- Single point of contacts at client and LWCA appointed
- Client provides LWCA with names and email addresses of employees
- Employees are assigned to groups for tracking progress - - acquired and acquiring company, department, office, level, tenure, etc.
- LWCA then administers the process of assessing all the employees, including reminders to non-respondents
- Assessment process takes two weeks



- Employees opt into the MyEverything DiSC app and their personal EM dashboards
- LWCA facilitates sessions with leaders and employees on interpreting and using their DiSC and EM results
- Employees run DiSC comparison reports from the app between themselves and their direct reports, boss, and teammates
- Employees meet with their direct reports, boss, and teammates to compare their DiSC styles.
- Each meeting lasts 30 minutes



- Working with LWCA, leaders choose three focus areas for improving engagement
- Plans for each focus area are developed, shared with employees, and implemented
- Each quarter, LWCA reassesses progress by deploying an EM survey
- Survey results are shared up, down, and across the company
- Action plans are fine tuned, new focus areas are selected, etc.