



Realizing The Potential Of Your ESOP



Do you already have an Employee Stock Ownership Plan (ESOP)?

If so, then you know that developing your next generation of leaders and managers and fostering cultures of ownership and leadership are essential to its success.

LWCA facilitates leadership development assessments, workshops and coaching programs 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 can reduce your involvement in, or leave, the business when you want to because you've developed the talent needed to run it in your absence.
- Employees share and live the values that are the foundation of the company you founded and / or built.
- Your leaders and managers are more resourceful and less forceful.
- Everyone is acting with the intentions of an owner.
- The business is more likely to thrive and grow because you've invested in succession planning and leadership development programs proven to improve employee engagement, productivity, communication, teamwork and retention.
- 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?

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



Experienced "Guides"

- At the Leading With Courage® Academy, 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 and executive coaches have been hands-on leaders in mid-size to large organizations.
- We are a member of the National Center for Employee Ownership (NCEO) and the Private Directors Association (PDA)




Proven Tools and Processes

Everything we do can be measured,
tracked, and graphed

- **Engagement Multiplier®** for measuring the impact of our programs and your progress at creating a high-performing organization
- **Nine Behaviors of Leading With Courage®** workshops, assessments, and coaching that enable managers and leaders to make a bigger impact, sooner
- **Everything DiSC®** self- and 360- behavioral assessments and facilitated workshops that increase self-awareness and effectiveness.
- **Genos Emotional Intelligence** self-, 180-, and 360-assessments for enhancing self-awareness, empathy, leadership and resilience, as well as making better hiring decisions
- **Emotional (Intelligence) Climate Index** for measuring and tracking the emotions your employees feel the most often at work
- **Five Behaviors of a Cohesive Team™** for building high-performing teams
- **Group and one-on-one coaching and consulting** for interpreting feedback, closing the gaps and staying on focused on objectives.

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