



Integrating a Buy-Side Merger or Acquisition

"I wish there was a way to measure and visualize the progress we're making at integrating the two organizations."
"Now that the deal is signed, we need a process for blending the two cultures into a higher-performing organization."
"There must be a way to build relationships between the leaders of the two organizations quickly, intentionally, and consistently."

"I wish we had spent more time **before** completing the transaction planning for the culture and people issues we're facing now."

Realizing the Benefits of Your Employee Stock Ownership Plan (ESOP)

This is the area we focus on most.

"For our ESOP to be viable and sustainable, we need to develop a stronger pipeline of leaders and managers. We thought we could do this ourselves, but we're finding we need some help."
"Our ESOP is struggling to deliver the benefits it has in the past. We need some help identifying and addressing the challenges we're facing now."
"We're a new ESOP. How can we measure our success at creating cultures of ownership and leadership throughout the organization?"
"I want to be able to sell my shares to our ESOP and exit the business I founded. To do this, I need to be more confident we have groomed leaders who aren't dependent on me and that everyone here is thinking and acting like an owner."

1 Facing Any of These Challenges?

LWCA helps employee- and family-owned businesses build healthy, thriving, sustainable organizations.

We are advisors to owners and leaders on leadership development, employee engagement and succession planning.

Bringing In A New Leader or Manager

"Our new VP of Sales needs to quickly forge, strengthen, or save relationships between and among employees, teams and customers."
"I'm sure we could make better hiring decisions if there was a way to know if our candidates are aligned with our core values."
"There's got to be a better way to decide which of several managers to assign a new hire to."
"The son of the owner is coming into the business to lead this division and doesn't know anyone on his team."
"I'm worried that taking over an existing team is entirely different than building a team from scratch."

Preparing High-Potentials for More Complex Roles

"Our CEO feels our business is constrained by not having the people needed to grow it when we need them."
"Our CHRO is concerned that our best people are leaving because they're working for 'bad' leaders and managers."
"Our CFO is tired of seeing us invest in development programs that don't 'stick'."
"Our Department heads are worried that the next generation of leaders aren't ready for broader assignments."

Making Employee Engagement A Priority

"I wonder what we need to do to be on the 'List Of Best Companies To Work For?'"
"I'm sure we'd be performing beyond our expectations if everyone here felt empowered by the company's purpose."
"Imagine what we'd accomplish if each person on the team were to be present, focused, and energized?"
"I wish there was a way to tell my manager and our CEO what I need from them to do my best work."
"I wish we didn't have to wait for the year-end P&L and employee turnover stats to know if our leadership development program is making a difference."
"I'd stay here if this was a much happier and more satisfying place to work!"

Leading With Courage Academy
(312) 827-2643
www.LWCAcademy.com



Culture TriadSM (for new/newer businesses)

Unleash the power of every employee thinking and acting like an owner with this program based on the principles, tools and processes of the **Culture TriadSM**: Cultures of Ownership, Leadership, and Character-based Capitalism. Drawing on the lessons from Steve Fallek's fable about "The Story of The Character-based Car Company," this program is designed specifically for new and newer employee- and family-owned businesses that want to thrive and grow by building healthy organizations 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 TeamTM

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

LWCA believes a deficit of self-awareness is the source of most of the challenges faced by organizations and leaders today. 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, micro-management 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 MultiplierTM**, 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.



Triad of CulturesSM for a thriving, sustainable ESOP

Making more money, in the "After COVID-19" world, by doing what's right for all stakeholders

