

CONCERNED ABOUT TURNOVER?

TIRED OF ESCALATING CONFLICTS?

FED UP WITH QUICK FIXES?

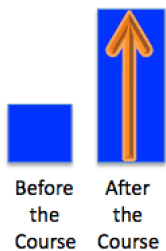
### ASSESS YOUR STRENGTHS

Begin the day with an understanding of how you produce results through other people already, and build on those strengths.

### OVERCOME YOUR BLIND SPOTS

Bring your current challenges to this context as a **safe space** within which to upgrade your leadership skills in a setting of peers.

#### Your Effectiveness Scale



[Click Here to Apply](#)

# Team Leader Effectiveness Course

## Drive your Team to a New Level

Friday October 30, 2015

Bistro West in Carlsbad, CA, 8:30 AM - 5:00 PM

Each course is limited to 12 participants, so [apply early!](#)

## *Reduce Vulnerability, Increase Team Engagement and Produce Unprecedented Team Results*

EXECUTIVE EXCELLENCE



### FEEDBACK IS THE BREAKFAST OF CHAMPIONS

Your intact team of 5 or more people will take a pre-test and a post-test regarding the team's alignment as a team, AND the Leadership Impact Survey™. You, the leader, will take a behavioral preferences assessment.

That means you will have benchmark data on your team's performance AS A TEAM and an understanding of your own behavioral preferences **plus** feedback about you as a manager.

#### We will address METRICS.

Accountability pays when you play full out. **This course is playing full out.**

**Benefit #1:** Avoid turnover of your valuable team members.

**Benefit #2:** Significantly raise your performance. Even a highly performing team raises their game to new levels.

**Benefit #3:** Achieve a new level of trust with your team. No more elephants in the room!

#### **Course Leader: Pamela Stambaugh, MBA**

For 29 years Pamela has provided feedback to over 2,500 executives as a coach and facilitator, including 5 years as a Vistage chair. Pamela's U.S. client list includes GE Healthcare, New York Medical Center, CBIZ, Hallmark Cards, McKesson Specialty Health, Abbott Labs and many more.

The price is inclusive of the pre-and post-team assessment for 5 team members + the Harrison Assessment™ for you + the Leadership Impact Survey™. \*If your team size exceeds 5 you will be charged \$38.50 per assessment.

**Price \$1,995**

**619-231-0195**



# FEEDBACK IS THE BREAKFAST OF CHAMPIONS

*Three different assessments, three different views to give you your baseline.*

**Courage.** That is what you bring when you take yourself on as a leader, to set your ego aside and invite a reality check. In the Leadership Effectiveness Course, your baseline is established through three different assessments, each one providing a different view of you as a leader and your team as a cohesive, results-producing team — or not.

1. Your self-assessment is important first and foremost. It will measure 176 behavioral preferences. In the debrief we'll look at your affinity for leadership. In that inquiry we'll identify specific traits where you can develop yourself as a leader. You will learn new things about yourself, which is empowering.

2. Your team's assessment of you as a leader. It elicits from your team how appropriately and effectively you are managing them on a daily basis, and it assesses the current working environment from the employee's perspective. The areas most affected by the employee relationship with their manager or supervisor are

- **Employee Engagement**
- **Discretionary Effort**
- **Retention**

Even with good intentions, your behavior may have a negative influence on the individuals you manage. Wouldn't you want to know that?

3. Your team will evaluate themselves as a team and provide feedback on the team itself. You will take this back to the team with you for follow-up actions to empower team members to pull their weight in producing agreed upon results.

