

## Leadership Performance

### Leadership Performance Dramatically Impacts Organizational Growth and Net Income

Numerous studies have proven that the performance of senior leadership dramatically impacts net income and stock price growth, as well as the value of private companies.

I use The Leadership Challenge program, along with two additional powerful validated personal assessments, to teach teams, businesses and organizations how to empower ordinary people to achieve extra-ordinary things.

The Leadership Challenge framework grew out of rigorous research that first began in 1982, when Jim Kouzes and Barry Posner set out to understand how leaders performed at their personal best. They conducted hundreds of interviews and reviewed hundreds of case studies and survey questionnaires.

What emerged were five fundamental practices common to extraordinary leadership achievements, called The Five Practices of Exemplary Leadership:

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

#### ASSESSMENTS USED:

The entire Leadership Challenge Program, the Workplace Motivators by TTI Success Insights, and the EQ-I 2.0 by Multi-Health Systems.

#### CERTIFICATIONS:

I'm a Certified Leadership Challenge Trainer, and I'm certified to deliver and interpret the Workplace Motivators and EQ-I 2.0 validated assessments.



#### What I Can Do for You:

Companies with a strong and consistent application of these five leadership practices have achieved net income growth of 841 percent versus a negative 49 percent for companies with a low incident of leadership practices. Similarly, stock price growth was 204 percent for strong leadership practices companies compared with only 76 percent for companies with a weak implementation of leadership practices.

These same constituents reported experiencing:

- Pride in their workplaces
- Strong motivation (willingness to work hard and long hours)
- Team spirit
- Productivity increases
- Trust in management
- Clarity about their responsibilities

Strong leadership development is scientifically proven to improve your teams':

- Productivity
- Team spirit
- Organizational pride
- Commitment to stay
- Work motivation
- Clarity of expectations
- Feelings of value
- Personal effectiveness
- Trust in management
- Sense of empowerment