



INTERVENTION

- ✓ A micro-manager?
- ✓ Is a perfectionist who demands perfection of others?
- ✓ Someone who has great technical knowledge, skills, and abilities, but lacks people skills?
- ✓ Tends to blame others?
- ✓ Points fingers at other quickly and easily?
- ✓ Is a dysfunctional pleaser (can't say no)?
- ✓ Struggles to create appropriate buy-in?
- ✓ Is non-communicative or may not be responsive within needed timeframe?
- ✓ Has trust issues; does not give staff confidence?
- ✓ Is someone whom others wish to avoid or not engage?
- ✓ Seems disengaged or unapproachable?
- ✓ Mismanages stress, bad news, and/or differing opinions?
- ✓ Negatively impacts company morale
- ✓ Tends to be moody
- ✓ Appears to be lacking empathy
- ✓ Is too demanding, too hard on people

If someone can be described by any of the above descriptions enough to negatively impact morale, productivity and bottom line, he or she is likely a good candidate for personalized leadership intervention.

DEVELOPMENT

- ✓ Needs to be groomed for greater responsibilities, a promotion or part of succession planning
- ✓ Needs to inspire greater credibility and general buy-in
- ✓ Needs more self-awareness; having a more accurate read on how others perceive him/her and vice versa
- ✓ Does not have quite enough oomph; lacks "fire in the belly"
- ✓ Is too passive in his or her leadership style (e.g., may "hide" behind email); may not be visible enough
- ✓ Has a family situation that is tenuous and creating stress or distraction at work (e.g., divorce, parent-child difficulties)
- ✓ Is someone you wish to reward with a personalized gift to show appreciation for outstanding work
- ✓ Is a member of the management team, and all members are to attend as part of quest to transform management team into a leadership team.

If someone can be described by any of the above bullets and/or to a mild degree some of the above ones, he or she is a good candidate for personalized leadership development.

Unique solution to all the symptoms above: Personalized Leadership Development Program™

As the word "Personalized" would suggest, in our hallmark Personalized Leadership Development Program™ (PLDP), each attendee in our small class receives customized attention, where the focus is on his or her specific strengths and weaknesses, which is based upon our unique comprehensive, integrative 360° feedback process. Using an emotional intelligence/self-awareness focus, graduates leave with a leadership action plan, the success of which is ensured through our 4-week post workshop accountability process, where the facilitator's executive coaching continues.

Visit www.leadershiptrust.org for signature and video testimonials from our graduates. **Tuition guaranteed.**

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Impacting Relationships to Impact Bottom Line