

Deal Insurance Policy

Have you just completed a buy-side M&A deal involving the blending of two cultures?
Are you feeling anxious about meeting or exceeding the expectations
you now need to deliver?

LWCA designs and facilitates leadership development programs that enable leaders to see and realize the possibilities of being more effective in their roles. The possibilities include improved morale, culture, retention, and results. Think of our programs as a "deal insurance policy."

For example, we help organizations identify, smooth or pre-empt the dysfunctional behaviors and culture clashes that keep 70%-90% of mergers and acquisitions from realizing their full potential.



Experienced "Guides"

- At the Leading With Courage® Academy, we know how much effort it takes to meld two organizations into one, high-performing entity
- We know how different things can be when you're aware of your blind spots
- We know how it feels to go through training programs that can't be used right away
- Our founder was a senior finance and operations executive in the US and Europe with a Fortune 200 company.
- He has written an Amazon best-seller on leadership that is the basis for the Academy
- Each of our facilitators and executive coaches have significant experience as leaders in mid-size to large organizations
- We are authorized partners of Everything DiSC®, Five Behaviors of a Cohesive Team™, Engagement Multiplier®, and Genos Emotional Intelligence



Proven Tools and Processes

- **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 that increase self-awareness
- **Genos Emotional Intelligence** self-, 180-, and 360-assessments for enhancing self-awareness, empathy, leadership and resilience
- **Five Behaviors of a Cohesive Team™** for building effective teams
- **Group and one-on-one coaching and consulting** for interpreting feedback, closing the gaps and staying on focused on objectives



LWCA designs and facilitates *measurable* development programs that move leaders and managers from blind spots to action to realize new possibilities and create higher-performing organizations.

Three Phases of Our Retainer Engagements

Now

Your Organization

Benchmark & Plan

LWCA conducts 3 assessments of your organization

- Culture
- High-Performing Organization
- Employee Engagement

Identify areas of concern and needs to be addressed

Establish benchmarks & prepare an engaged purpose statement

Develop simple action plans and Define success criteria

With LWCA's guidance and support

Retainer engagement

- Includes the three assessments of the organization, consulting to interpret the results, and action planning
- You retain all the data collected, reports, action plans
- 3 payments -- 50% upon signing, 25% when last assessment closes, and 25% when report is delivered
- 3 months
- \$3,000 - \$5,000 per month

Next

Individual Leaders & Managers

Insights & Improvements

Share the plans with the team

Increase the effectiveness and impact of leaders and managers

LWCA works with your leaders and managers to discover and address their leadership blind spots with some or all of these tools:

- LWCA® Workshops
- 30 LWCA self-assessments
- Everything DiSC® profiles & workshops
- Everything DiSC Productive Conflict workshop
- Genos Emotional Intelligence assessments and workshops
- Five Behaviors of a Cohesive Team™
- 360- and 180- feedback
- Client loyalty assessments
- One-on-one and group coaching

Subscribe to Engagement Multiplier

To measure and visualize the impact the plan and programs are having on employee engagement (\$50 per employee per year)

Retainer engagement

- LWCA becomes your outsourced learning and development resource
- Program customized to the needs of your organization and the participants
- Includes all workshops, coaching and consulting.
- 6 to 12 months
- \$5,000 to \$10,000 per month *excluding* cost of third-party assessments

Later

Reassess & Refine

Assess employee engagement every 90 days

- Using Engagement Multiplier
- Review the reports
- Create a simple action plan
- Share with the team
- Work together to put the plans into action

Solicit feedback from participants following each program

Reassess culture and high-performing organization every 15-18 months

No additional fees incurred; they are covered by the retainers.



150 N. Michigan Ave., Suite 800
Chicago, IL 60601
(312) 827-2643
Hello@LWCAcademy.com
www.LWCAcademy.com

© 2019 Leading With Courage Academy, LLC