



Leading With Courage Academy  
(312) 827-2643  
[www.LWCAcademy.com](http://www.LWCAcademy.com)

## Self-awareness of strengths and blind spots

Our 30 self-assessments help you begin to identify your leadership strengths and blind spots. Included among them are leadership, listening, delegation, 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.

## Periodic reinforcement and measurement

Developing new skills and habits requires a plan, commitment, and knowing when you're achieving your objectives.

Our one-on-one and group coaching is an option when you need help developing an improvement plan, staying on course, and getting the return on your investment that you set for yourself and your team.

Measuring the impact of your efforts can be accomplished with quarterly employee engagement surveys, 363 feedback, the Five Behaviors Progress Reports, and a client loyalty assessment to name a few tools.

We can also provide additional development programs, such as Everything DiSC Productive Conflict, as part of your journey as a lifelong learner.

## Employee Engagement

As an authorized partner of Engagement Multiplier™, we provide an elegant 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.



## Tools for Creating Higher-Performing Organizations

The Leading With Courage® Academy transforms organization by designing and facilitating **measurable** development programs that move leaders and managers from blind spots to action.

## Emotional Intelligence

Technical skills and smarts matter, but they're table stakes for leadership and management positions. Emotional intelligence is twice as important for jobs at all levels. And in the top tier, it accounts for nearly 90% of the difference between average and star performers. We offer self, 180- and 360-degree Genos EI assessments that augment an organization's talent selection, development, and management processes. The duration of a typical EI program ranges from one-half to a full-day.

## Five Behaviors of a Cohesive Team™

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®

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 solicit feedback from others on how they're doing. Everything DiSC 363® gathers anonymous, constructive feedback from your boss, direct reports, and peers and colleagues on how you can improve your effectiveness.

## 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 also 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.