

## “Play to Win” Leadership Development Program

Leadership effectiveness is directly correlated to business success!

The **Leadership Circle Profile™** helps accelerate and expand a leader’s capacity. This well-researched, online assessment tool is the foundation of our **Leadership Coaching Program** designed to increase the degree to which a leader delivers team results through creative-outcome based (play to win) versus reactive-problem focused (play not to lose) leadership. Enable a leader (at any level) to:

- Elevate his/her game
- Cultivate productivity (task focus) and positivity (people focus)
- Leverage strengths
- Accelerate awareness of impact on others
- Deal with barriers to success
- Recognize gaps in awareness
- Reduce potential for derailment
- Expand leadership influence
- Inspire true commitment (vs. compliance)
- Delineate challenges associated with organizational change initiatives

Creative (Play to Win) competencies	Reactive (Play Not to Lose) strategies
Measure how a leader achieves results, brings out the best in others, leads with vision, enhances personal development, acts with integrity and courage and improves organizational systems.	Emphasize caution over creating results, self-protection over productive engagement and aggression over building alignment. These styles (while very common) over emphasize the focus on gaining approval of others, protecting oneself and getting results through high control tactics.

This program includes:

- One, 1.5 hour meeting to discuss leadership development needs/goals and collect information to administer the Leadership Circle Profile
- Six, one-hour coaching calls (over a 3 month period) to leverage strengths and work opportunities in service to achieving leadership development goals
- The Leadership Circle Profile\* with supporting documentation, research and learning materials
- Skill building tools, leadership insights and email support

Our program delivers a powerful litmus test of leadership and quickly targets what is working, what is not and why. The leader explores internal operating systems and the relationship between patterns of action and internal assumptions (beliefs) that drive behavior. This allows a leader to see how the inner world of thought translates into productive and unproductive styles of leadership.

The Leadership Circle Profile measures five Play to Win competencies (20 specific dimensions) and three Play not to Lose strategies (11 specific tendencies). The leader selects up to 25 people (peers, direct reports, bosses, vendors and customers) to provide feedback in a 15 minute online survey of 62 questions with 3 open ended. The gaps (between leader and participant perspectives) illuminate leverage points.

The tool also goes beyond showing participant data only by comparing the leader's results to other leaders. This benchmark creates a compelling rationale for change. Higher scores in creative (playing to win) competencies and lower scores in reactive (playing not to lose) strategies correlate directly with strong, sustainable business performance.



- Participant feedback compared to other leaders
- Leader ranking