



## LEADERSHIP EXCELLENCE:

*Developing Leaders to Deliver HOLY COW!® Results*

**LEADERSHIP EXCELLENCE** is designed to develop leaders who are poised to deliver exceptional, HOLY COW!® results. This program is an exciting, eye-opening journey to uncover what kind of leader you want to be and provide essential skills to unlock your organization's true competitive advantage—you and your leadership potential. Expect rich content with learning delivered through self-assessment, group activities and discussion, interactive polling, and skills practice—with targeted application to day-to-day work. Each of the four powerful pillars builds off the one before and includes:

1. **Leading with Purpose, Integrity and Strength.** Assess your unique talents as a leader, positively influence others through authentic and purposeful actions, minimize behaviors that derail team cohesion, and better manage emotions—building stronger, more cohesive relationships.
2. **Creating a Culture of Commitment, Accountability and Candor.** Cultivate a culture that fosters commitment and accountability with actions and results, while increasing productivity and morale. Maximize candor and minimize defensiveness, addressing conflict quickly—creating a more collaborative environment.
3. **Inspiring Creativity and Innovation to Cultivate Change.** Navigate change quickly and effectively—enhancing communication, decreasing resistance and protecting productivity—all while facing difficult team dynamics. Foster an innovative mindset and positively influence reactions, achieving enhanced solutions.
4. **Enhancing Performance and Leveraging Talent for the Future.** Effectively measure performance results, empowering others through development plans and rewarding performance with recognition best practices. Transfer knowledge and skills with mentoring and cultivate top talent through a focused succession plan.

In addition to an exceptional training experience—*offering one pillar per week for four weeks or one pillar per month for four months*—participants receive:

- ❖ **HOLY COW! Book.** Components of *HOLY COW! How to Create a Workplace that Steers Passion, Performance & Prosperity* is referenced and applied in each pillar.
- ❖ **Certificate.** A certificate of accomplishment is earned for successful completion.

