

A Higher Organizational "IQ":

- Erases siloed cultures
- Focuses attention on doing the right thing for the entire organization
- Fires up imaginations
- Unlocks information flow
- Deepens employee engagement and teamwork
- Eliminates old mind sets
- Increases strategic decision making
- Helps with succession planning
- Inspires the "whole" person as leader



Interesting Facts on Leadership:

- One-third of Canadian employees say work is a major stressor in their lives and 25 per cent are "actively disengaged". **Ivey Business, April 2006**
- Strong relationships with co-workers and a supportive boss make people happy and more productive. **Numerous studies**
- Employee happiness accounts for 10-25 % of variance in job performance. **T. Wright, University of Nevada, Reno**
- The September 11 tragedy demonstrated the devastating effects of siloed cultures and ineffective management. **The 9/11 Commission Report**
- Companies are realizing they need skills in community engagement, consultation and relationship-building. **A. Grant, GM International Minerals**

Smart Design, Customized to Customer Issues:

- Uses the latest techniques from the science of learning to "lock in" leadership competency.
- Is a cost-effective integrated system of multiple reinforcing one day modules delivered over five or more months.
- Draws on a full spectrum of organizational theories to explain and predict high performance.
- Is a living lab on teamwork and culture-building where people from the same organization focus on solving real business issues

The View from a Graduate:

"I've taken many management courses. None has stuck like this one."

Anna Bradford, Manager of Culture,
City of Hamilton

See <http://www.myleadership.com> in University section for more on the Leadership Roundtables