World Class Development on a Shoestring Budget

(With little or no resources)
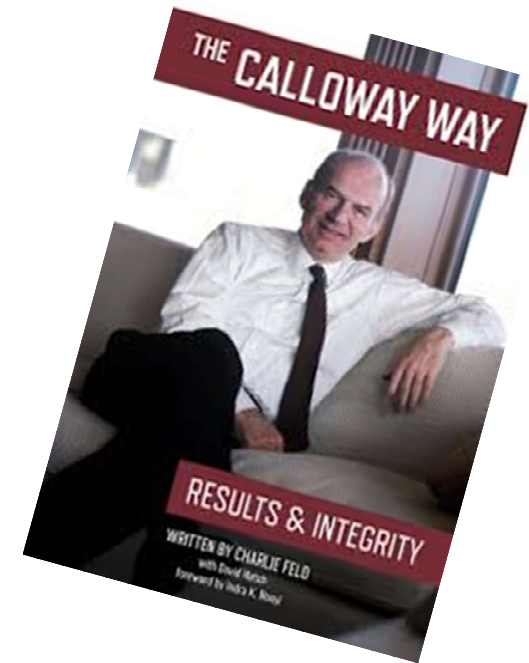
Ken Sher

Sher Coaching
Success Through TRUST

"People are our most important resource"

Pretty Much Every Leader Ever

"I'll bet most of the companies that are in life-or-death battles got into that kind of trouble because they didn't pay enough attention to developing their leaders."

- Wayne Calloway
Chairman & CEO Pepsico 1986-1996

World Class Development on a Shoestring Budget

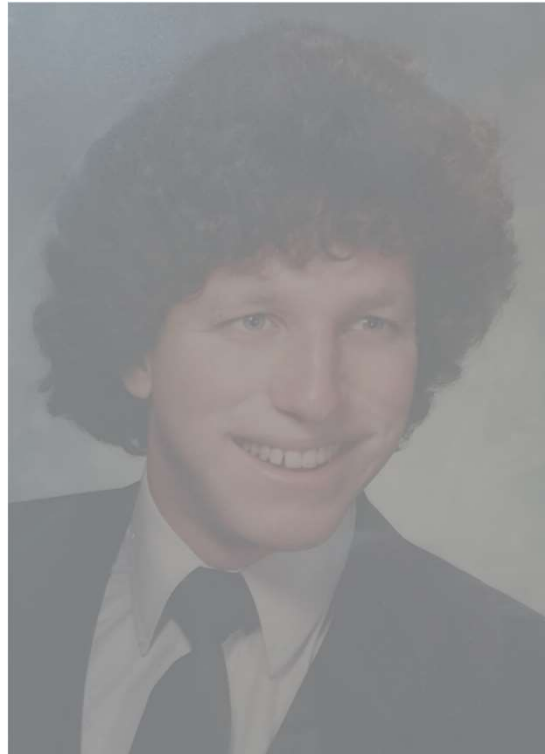At the end of this session, you will be able to:

- Identify the strategic business needs and value of implementing a Leadership Development program

- Understand how to establish performance metrics to determine the ROI of the program

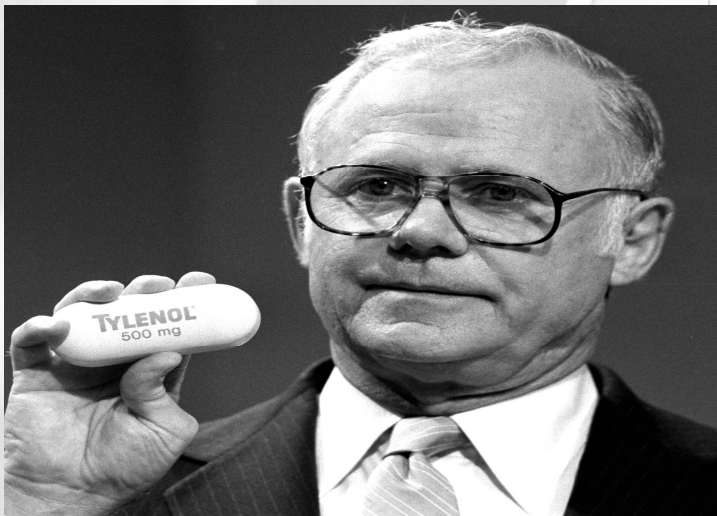- Identify ways to partner with leadership to uncover resources

Who Am I?

MYSTORY

Why Am I Here?

THEIR STORY

The T.R.U.S.T. Success Model
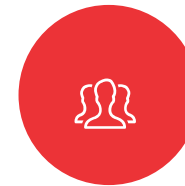
Transparency   **Results**   **Understanding**

Simplifying   **Team**

T.R.U.S.T is the Foundation of All Great and Productive Relationships

Great Leadership Delivers

- Alignment on the business strategy

- Greater ability to execute

- Fits between roles, job description, and strategy

- Organization will achieve its goals

Why Don't We Invest in Improving Leadership

"We Can't Afford Leadership development"

The Cost of Under-Developed Leadership

- Increased Onboarding Costs

- Lack of Communication

- Low Employee Engagement and High Turnover

- Lack of Innovation

- Missed Opportunities

- Inability to Address Business Needs

What are company objectives or goals?

What's the opportunity for the organization to make or save money?

What issues or problems and solutions are being suggested or considered?

What skills, experiences and behaviors are necessary for leaders to have?

Identifying Business Needs

TRUST Through
Leadership Development: Impact

List the top 1 -3 business needs in YOUR organization

- Sales
- Customer satisfaction
- Operational efficiency
- Product and work quality
- Business referrals
- Cross-selling
- Productivity
- Absenteeism
- Overtime
- Downtime
- Rework
- Workplace accidents
- Turnover

ROI of Leadership Development: Outcomes

Global Leadership Forecast 2015, DDI and The Conference Board

- 114% higher sales
- 71 % higher customer satisfaction
- 42 % better operational efficiency
- 48% more product and work quality
- 300% additional business referrals
- 233% extra cross-selling
- 36% higher productivity
- 90% lower absenteeism
- 49% reduced overtime
- 11% less downtime
- 90% less rework
- 60% fewer workplace accidents
- 77% lower turnover

ROI of Leadership Development

Turnover	20%
No of employees	50
Average salary	$50,000
Cost to replace 10 employees	$75,000 each
Total replacement cost	$750K
Potential Reduction	77%
Savings	$578K

ROI of Leadership Development:
Paradigm Shift

We Can't Afford a Leadership Development Program

We Can't Afford NOT to Have a Leadership Development Program

ROI of Leadership Development

Developing Performance Metrics

Leading & Lagging Indicators

A Lagging Indicator can only record what has happened.

A Leading Indicator can influence change

Sales results

Turnover

Profit and loss

Labor cost

Attendance

Sales call plan attainment

Brand recognition

New product pipeline

Investment?

6 Leadership Assessment Tools

Personality/Behavioral Assessments

Leadership Self Assessments and Skill Assessments

Emotional Intelligence Assessments

Performing Under Pressure Assessment

Leadership Blindspot Survey

Strength Assessments

T.R.U.S.T Diagnostic

World Class Development on a Shoestring Budget

DEVELOPING TALENT

Lead internal projects

Lead different teams or subgroups

Mentoring and coaching feedback

Shadow other Leaders

Attend different leadership meetings

Leadership Growth Opportunities

| Universities | Leadership Conferences | Networking | Volunteering | Executive Coaching |

Foundational Framework for Leadership Development

TRUST is the foundation of every great relationship and a key to employee development and motivation

T R U S T

World Class Development on a Shoestring Budget

- Importance of Leadership Development

- Metrics that breed success and don't just track activity

- Can implement on a shoestring budget

- Can you afford NOT to invest in it?

QUESTIONS?

Where Will You be in One-Year?

Sher Coaching
Success Through TRUST

Send an email to
ken@shercoaching.com to...

List of "Free" On-Line Leadership Assessments

Receive a Complimentary Diagnostic Toolkit

eGuide to Leadership Development

T.R.U.S.T. Diagnostic

THANKS!

Contact me for a complimentary strategy session about how to implement leadership development through TRUST in your organization

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