

INNOVATIVE LEADERSHIP DEVELOPMENT

2020





Today's winning companies leap. For them continuous improvement of 3-5% isn't good enough. They aim high, leap, commit, and make it happen. Winners thrive on change. They're good at it and fast at it. What sets today's winners apart is a motivated workforce.

A motivated or engaged workforce operates so effectively they just get things done. These employees have the desire, energy and teamwork to produce at a high level without needing to be told what to do, how to do it, who should do what, or when it needs to be done. Best of all, they know when change is needed and share ideas for how to make them. Organizations like this can do spectacular things over and over. They define performance.

Successful leaping takes training and practice

Even winners didn't get lucky on their first leap. They practice as a team and have gotten better and faster. Taking a leap shouldn't be a risky venture, it should be exciting for everyone. That's where we fit in.

At Growth GPS, we've learned how to develop a motivated workforce. It involves the 4 pillars of a healthy culture (shown below), and every employee in your company. Our process is proven, the results are proven.

Build a custom training roadmap

Our training and development programs are carefully crafted to initiate and support leap performance. Participants learn and practice behaviors that glue them together to form teams built on trust, respect and mutual support. The classes integrate cohesively, like plug-and-play modules.

You can start wherever the need is greatest. We'll build a custom roadmap with you to achieve your goals so one action leads to the next. Vision development can lead to Idea development, or the reverse. Or training for a specific group can be the starting place.

There's nothing else like what we do available. No one else brings the passion to help your company improve like we do. We admit the journey isn't easy, the best things never are. We guarantee you won't regret it or forget it!



INNOVATIVE LEADERSHIP DEVELOPMENT

Looking for your firm to go from good to great? Challenge every participant to break out of the comfort zone, to learn and practice new skills, and to be a “Difference Maker.” Difference makers are leaders no matter their rank or title. The results are proven. Our leadership development breaks roadblocks, solves communication breakdowns, and builds trust. We promote change and action. Join us.

VISION DEVELOPMENT for Leaders

Developing an ambitious vision, beyond commercial goals, challenges leaders to develop a meaningful WHY that meets the strategic challenge while attracting the right customers and employees. The effective vision aligns the organization, fosters teamwork among managers and inspires every employee to reach beyond today’s job descriptions and bring their best.

This training helps your leadership team build and communicate an effective vision, including: 1- learning key elements of a vision, 2- working as a team to build a company vision, 3- translating the vision into an action plan for accountability, and 4- communicating the vision to inspire employees.

- For: Executives & Managers
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-12)

CULTURE DEVELOPMENT for Leaders

Developing an intentional culture, the HOW your company operates, is the difference between cringing at behaviors employees deem acceptable and proudly inviting any employee to represent your firm with customers, new potential employees, or in public.

This training helps you learn about your current culture, and how it inhibits your company’s performance. Then define culture changes that develop trust and performance. Build a culture transformation plan that instills pride in every employee.

- For: Executives & Managers
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-12)

TEAM DEVELOPMENT for Leaders

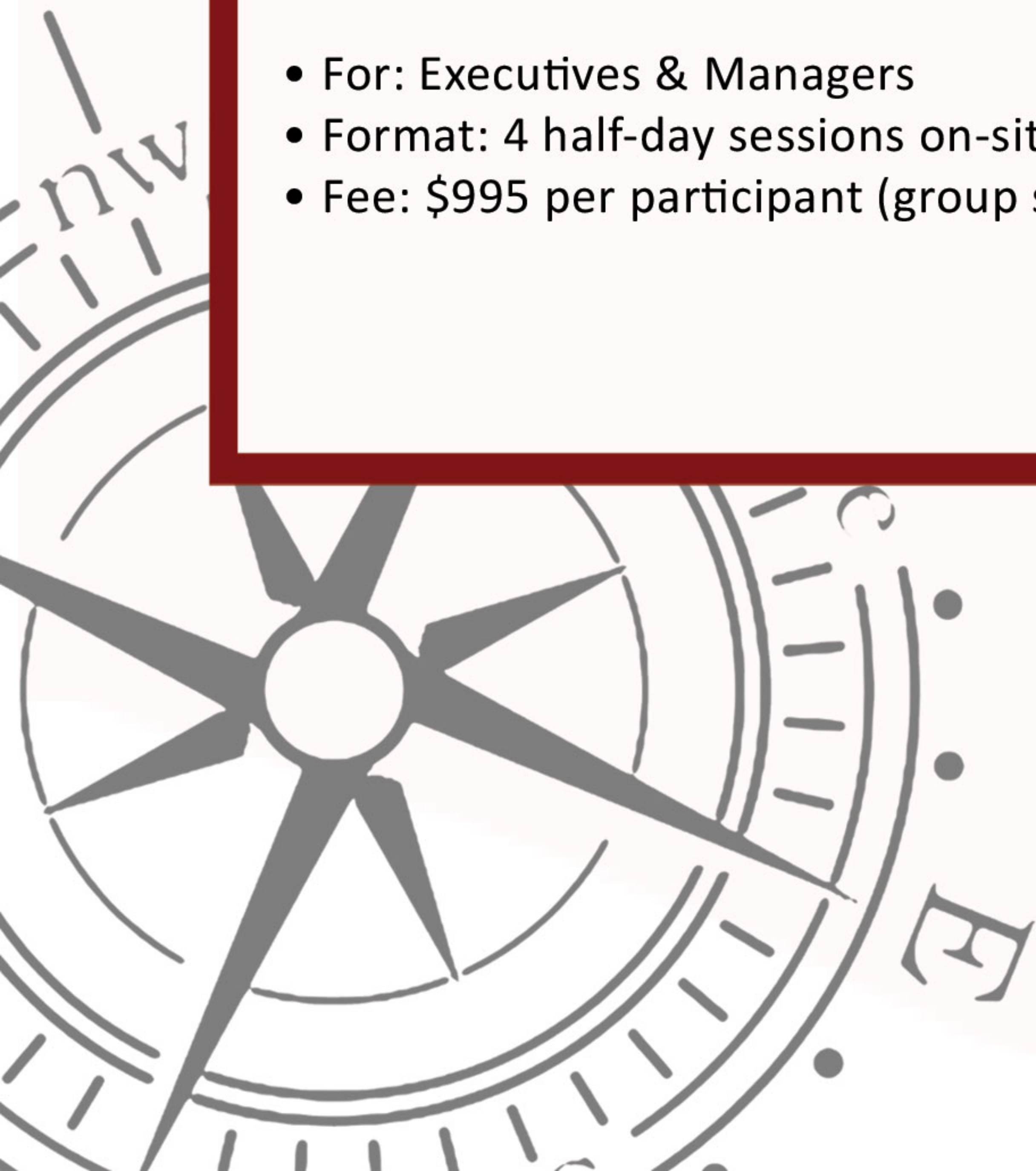
Today’s agile organizations are increasingly team-based. Roles give way to one’s skills, capabilities, and flexibility. Whether a group or a project team, understanding the 5 success factors for team performance is a critical skill for leaders and every employee.

This training helps you learn to form and lead groups or teams by using the 5 success factors, and techniques to make sure your teams apply all 5 factors over time. We teach how and when to form teams. We coach how to participate on teams as vital contributors. We demonstrate how to effectively lead teams.

- For: Executives, Managers, Supervisors & Team Leads
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-20)

“Thanks to the entire team at Growth GPS for your hands-on approach. Our leadership team is on the same page. We know where we’re going and have a solid plan to get there. We’re confident you helped us solve the communication roadblock and we expect to hit our business plan goals for the first time in years. We honestly look forward to every quarterly review you facilitate for us.”

-General Manager, Defense prime



COMPANY COMMUNICATION for Leaders

We hear about communication roadblocks and how “communication could be so much better around here.” Effective communication is much more than all-hands meetings and companywide emails. Communication is the #1 tool in a leader’s toolkit.

This training helps a leadership team formulate inspiring communications that align the message so employees hear the same thing no matter who they hear it from. Your communications will feature words, stories, visuals and numbers that are purposeful, crisp, and memorable.

- For: Executives, Managers, Supervisors & Team Leads
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-16)

IDEA DEVELOPMENT Training

Winning companies in today’s economy thrive on new ideas, prioritizing and implementing them with lightning speed. Whether it’s new products/services, faster launch speed, cost reductions or continuous improvement, ideas are the starting point.

This training provides a framework for generating ideas for a specific challenge (not brainstorming), prioritizing those ideas and aligning resources to implement the ideas. Start with a challenge your company struggles to overcome, we’ll customize the training to attack that challenge head-on and break the roadblock.

- For: All employees
- Format: 3 half-day sessions on-site
- Fee: \$695 per participant (group size 8-20)

COLLABORATIVE SKILLS Training

Today’s employees want to work where their ideas are heard and they have a chance to contribute in new ways, even outside their department and before they’re experts. Organizations with collaborative cultures increasingly benefit from employee engagement that hits the top- and bottom-lines.

This training is for all employees at companies who seek real employee engagement – not a number but real action. Participants learn and practice tools of Accountability, Communication, Coaching, Teamwork and how to break down silos by supporting and celebrating each other’s success.

- For: All employees
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 8-20)



MANAGEMENT DEVELOPMENT

Managers are supervisors and a whole lot more. The best managers take a company-wide view, beyond the group they manage. Effective managers focus on WHAT the organization works on, beyond HOW things get done, insuring the company is on-track to meeting current goals and future direction.

This training helps new and experienced managers take the bigger view, looking outside the walls, with topics including: fundamentals of strategic and business planning, budget development, cross-functional priorities, KPIs (key performance indicators), assessing company and group performance and prioritizing improvement opportunities.

- For: Managers and high-potential supervisors
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-16)

SUPERVISOR ADVANCED Training

Experienced supervisors are most effective when challenged to drive peak performance from their teams. We help them out by providing the latest tools and techniques they can apply immediately.

This training covers Leadership styles, group and individual Goal setting, advanced Coaching, Emotional intelligence, Performance reviews that motivate, building Relationships, encouraging Commitment, harnessing Innovation, and preparing effective Presentations.

- For: experienced Managers & Supervisors
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-16)

SUPERVISOR Training

These time-crunched people need skills they can apply immediately. That's why our supervisor training is hands-on and practical. We create the "ah-ha" by placing participants on both sides of the desk. It's interactive and next-day applicable.

This training covers group and 1-to-1 Communication, Time management, Accountability, Priority setting, Behavior styles, Conflict resolution, Coaching and Feedback.

- For: current and new Supervisors & Team Leads
- Format: 4 half-day sessions on-site
- Fee: \$995 per participant (group size 6-16)



"You made our dream come true - thanks for helping us become a Top Workplace in Michigan!"

-Director of HR, Manufacturing firm



ABOUT GROWTH GPS

Growth GPS is an independent consulting and training firm with a passion for teamwork that drives real performance. Performance that excites employees and customers alike. Performance that beats goals and business plans.

Unconventional. Our projects and training are different. Same-old doesn't work anymore, and it's not who we are. You and your employees won't learn about something by watching slides and videos, you'll do it, live it and experience the difference. Our workshops are hands-on, interactive, challenging and fun!

Disruptive. We design custom programs and training that disrupt the status quo. For your organization to change, everyone needs to change. We align and engage individuals and teams to courageously embrace change and perform flawlessly. Our programs integrate projects that challenge employees to **Make A Difference (MAD Teams)** with the tools and training to help participants learn new skills and behaviors that support the company's direction.

We build "Employer of Choice" cultures that get noticed and attract top talent, with our most successful clients recognized as Top Workplaces in Michigan (sponsored by the Detroit Free Press), Cool Places to Work or Great Places to Work.



GROWTH GPS TRAINING

- We are an approved Michigan Going PRO Talent Fund training provider.
- All training programs described in this brochure are eligible for certificates.
- Participants receive Field Guides featuring tools & techniques for use on-the-job.



MAD TEAMS™

MAD Teams is the fun brand of Growth GPS, a project that challenges employees to Make A Difference for the company. Who wouldn't want to lead or participate on a MAD Team? Learn more at www.madteams.org.



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