

LeadershipCircles™

"Transforming your best talent into your best leaders."



THE LEADERSHIP CIRCLES PROGRAM™

Attention: Senior Executives and Talent Development Leaders

Are you concerned about the need to attract, engage and retain top performers?

You can engage top talent, develop leaders who overachieve their goals, and elevate leaders into the top of your organization - creating conditions that engender loyalty of leaders and make your company a best place to work.

Top Talent is at Risk

Creating strength in leadership has become an issue for organizations, who are finding a shortage of leadership talent. Research studies show:

- 1 in 4 companies fails to retain top talent.ⁱ
- 30% of top performers suffer from a lack of engagement.ⁱⁱ
- 50-60% of top talent are not doing their best work.ⁱⁱⁱ

Between lost productivity, expensive onboarding, a poor reputation, and a loss of talent, the revolving back door is costing you a fortune.

We Turn Top Talent in to Top Leaders

The Leadership Circles Program™ is year-long leadership development program that helps companies engage top talent and maximize their potential by teaching leaders how to align their individual goals with those of the organization – creating a win/win for organizations and giving them a competitive advantage.

When they do that, participants' productivity increases by as much as 45%, leaders overachieve sales goals by 125-400%, and performance measures rise into the top 5% of organizations.

As a result, companies create conditions that gain the loyalty of their leaders and become best places to work. Furthermore, they receive a full return on investment, as the program pays for itself within the year.

An Integrated Approach

The Leadership Circles Program™ incorporates a variety of activities designed specifically to meet the needs of high-performers in global organizations a flexible, cost-effective way.

The Program is Customized with Program Elements Include

- | | |
|------------------------|---------------------------------------|
| • Live events | • 10 Practices of Personal Leadership |
| • Virtual events | • Individual Vision & Goals |
| • Coaching | • Personal Development Plans |
| • Masterminds | • Concrete, Measurable Results |
| • Reading & Reflection | • Alignment with Company Goals |

Participants in Leadership Circles brought in an additional \$80 million in sales within one year.



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How to Maximize Top Talent

- **Alignment:** The Leadership Circles Program™ team strategizes with business leaders throughout the program to align organizational goals with members' personal/professional goals, which generates motivation and momentum.
- **A Focus on Personal Leadership:** Using practices and principles of Personal Leadership, participants take full ownership of their success and achievement in the way that's best for them.
- **Practices and Principles of Leadership:** Participants apply the practices and principles of sound leadership to overcome challenges and maximize opportunities. They learn to see themselves not just as talented employees but as leaders who make an impact in the organization.
- **Built-In Infrastructure and Support:** Incorporating a sense of community, customized support, and mentorship allows program members to sustain progress over time. A far cry from one-shot workshops that make little or no impact, the network created by The Leadership Circles Program™ cultivates a collaborative culture in which high-performers excel.

A Track Record of Consistent Success

- 95% of participants are satisfied with the program
- 93% of participants would recommend the program to a colleague
- 93% of participants said the program was relevant to their goals and achievements in their roles

What Program Members are Saying Now

"THANK YOU!!!! Words will not begin to do justice to how I feel to have been given this opportunity... This program is wonderful and is definitely worth the investment."

"The learnings from this program were invaluable, and I hope it is offered to as a standard practice to all leaders throughout the company. Thanks for the opportunity to participate."

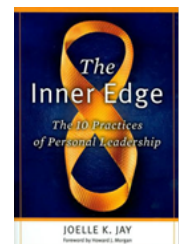
"Thank you so much! This has given me new perspective on my future in this company, and I am 100% engaged in building my future here."

**Organizational
leaders see
measurable impact on:**

Retention
Productivity
Profitability
Performance
Women in Leadership

About Leadership Circles

Leadership Circles is based on the work of Joelle Jay, Ph.D., author of *The Inner Edge: The 10 Practices of Personal Leadership*. Leadership Circles has been successful in Fortune 500 companies, like MetLife, Microsoft, and Adobe, and is delivered by expert experienced facilitators certified to deliver research-based programs that get results.



ⁱ Edward, S. (2012). "When Developing High-Potential Programs." T&D.

ⁱⁱ Martin, J. and C. Schmidt (2012). "How to Keep Your Top Talent." Harvard Business Review.

ⁱⁱⁱ Fisher, A. (2002). "Why Passion Pays." FSB: Fortune Small Business.