



# HUMANERGY

## Leadership Academy Proposal

**Humanergy** specializes in the development of high performance leadership in individuals, teams and organizations. It is our passion to work with leaders and their teams to define and achieve success through coaching, training and facilitation.

We support leadership development through the following critical transitions:

### **Leadership Transitions**

*First-line Supervisor: From doing the work to supervising those who do the work*

*Boss of Bosses: From supervising workers to supervising supervisors*

*New Face: New position and/or new company*

*Going Corporate: From operations to corporate, - from a place of authority to a place of influence*

*Expert to Boss of Experts: From being a technical expert to leading technical experts*

*Setting Vision and Strategy: Becoming the leader of your organization*

### **Organizational Transitions**

*Turn-around: Turning an organization from poor performing to high performing*

*Good to Great: Taking a leadership team from successful to outstanding*

*Growing Up: From a "founders" organization to a "bigger-than-us" organization*

*Merger: Creating a new, aligned and energized leadership culture*

*Engaged Employees: Creating a culture of employee participation and buy-in*

## Current Situation

Communities are in need of leadership, and leadership from new sources, not just the same few people who have sat on boards and supported their growth and development. Communities need new leaders stepping up to engage and guide the community to flourish.

Humanergy has been in the business of building leadership for over 20 years. Their work includes corporations, non-profits, municipalities and groups gathering to support shared learning.

This proposal provides a framework for a small community looking to energize young and aspiring leaders, equip them with tools and connections to deliver beyond their natural talents.

## Humanergy's approach to training

“Off the shelf” training doesn't build leaders. Humanergy starts with the reality and experiences of our clients, and then infuses proven best practices, tools and experiential activities. By combining great tools and real-life examples from people in the room, Humanergy's training resembles coaching in a structured group setting.

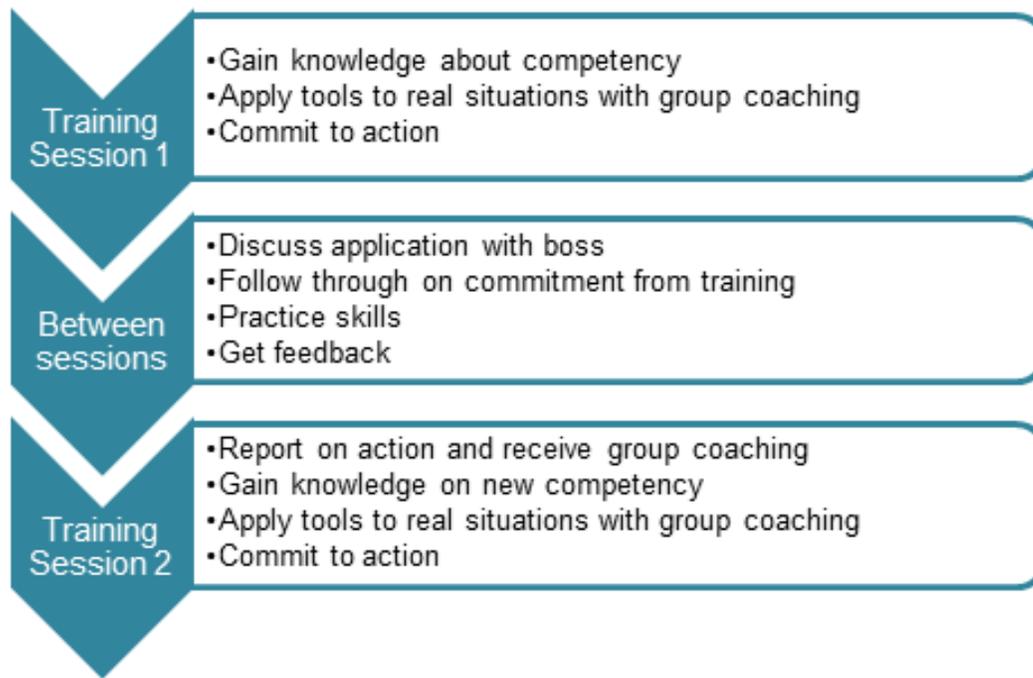
Humanergy's training goes beyond an engaging event where participants acquire knowledge. Our focus is sustainable change in on-the-job behaviors. To make this happen, participants in Humanergy's training start practicing skills from the beginning to the end of the training experience. They are then equipped to apply what they learn right away.

Action learning means participants apply what is learned during training, immediately afterward back on the job. This action is supported by additional resources shared after the session is over – blogs, articles and other resources that enhance learning and make application easier-to-do. At the next training session, participants report back to the group and their Humanergy facilitator about their actions and insights.

This learn-by-doing approach to training directly connects a learning event to behaviors that are changing and improving. The training content is front-of-mind and implemented in daily performance – a far different experience from most other training events which generally “reside” in a manual on the shelf.

With Humanergy, training participants gain knowledge, experience and the ability to execute best practices, solve real problems and deliver improved results.

## ACTION LEARNING: CREATING SUSTAINABLE CHANGE



### Training Content

Humanergy recommends 12 work sessions over a 1-year time. These sessions will be a combination of training, peer coaching, expert-panel and discussion. Each session will be 4-hrs long.

#### Example curriculum

##### Session 1 - Getting to know each other & leadership as choice

- Who are we and what does leadership mean to me?
  - My history as a leader
  - My ambition as a leader
  - What success within this program would be for me?
- Training
  - Leadership is about choice
  - 50 Dos for Everyday Leadership
- Book assignment - The Anatomy of Peace
- Commitment to next steps - with accountability and follow-up

##### Session 2 - Listening

- Intro question/ice-breaker
- Follow up
  - How have we done applying what we learned last time?
  - Book insights
- Challenge sharing
  - What are my biggest challenges as a leader in this community?
  - Where do we have commonalities?
- Training
  - Listening and closing the loop
- Commitment to next steps - with accountability and follow-up

### **Session 3 - Understanding ourselves**

- Intro question/ice-breaker
- Follow up - how have we done applying what we learned last time?
- Book Review - what did we get out of The Anatomy of Peace
- Challenge sharing
  - What would be helpful in this community for me to be successful?
  - What can I do to make progress to get this help?
- Training
  - Emotional Intelligence & Myers Briggs
- Book Assignment - Good to Great
- Commitment to next steps - with accountability and follow-up

### **Session 4 - Leading within this community (Part 1)**

- Intro question/ice-breaker
- Follow up
  - How have we done applying what we learned last time?
  - Book insights
- Community work sessions
  - Identify key opportunities
  - Create break-out groups to approach/address these issues
- Commitment to next steps - with accountability and follow-up

### **Session 5 - Meeting Discipline**

- Intro question/ice-breaker
- Follow up - how have we done applying what we learned last time?
- Book Review - what did we learn from Good to great
- Development update
  - What have I applied?
  - What am I struggling with?
- Training - Making meetings work
- Book Assignment - What Great Teams Do Great
- Commitment to next steps - with accountability and follow-up

### **Session 6 - Leading Teams**

- Intro question/ice-breaker
- Follow up - how have we done applying what we learned last time?
- Half-way point challenges:
  - What are my biggest challenges as a leader?
  - Where do I need the most help?
- Training
  - What Great Teams Do Great
  - Includes book review
- Book assignment - What Got You Here, Won't Get You There
- Commitment to next steps - with accountability and follow-up

### **Session 7 - Delegation**

- Intro question/ice-breaker
- Follow up
  - How have we done applying what we learned last time?
  - Book insights
- Challenge sharing
  - What are my biggest challenges as a leader in this community?
  - Where do we have commonalities?
- Training
  - Delegation, alignment and accountability
- Commitment to next steps - with accountability and follow-up

### **Session 8 - Leading within this community (Part 2)**

- Intro question/ice-breaker
- Follow up - how have we done applying what we learned last time?
- Book review - what did we get out of WGYHWGYT?
- Challenge sharing
  - What are my biggest challenges as a leader in this community?
  - Where do we have commonalities?
- Community work sessions
  - Progress on key opportunities
  - Next steps
- Book assignment - based on needs of group
- Commitment to next steps - with accountability and follow-up

### **Session 9 - Coaching others**

- Intro question/ice-breaker
- Follow up
  - How have we done applying what we learned last time?
  - Book insights
- Challenge sharing
  - What are my biggest challenges as a leader in this community?
  - Where do we have commonalities?
- Training
  - Coaching and powerful questions
- Commitment to next steps - with accountability and follow-up

### **Session 10 - Managing performance**

- Intro question/ice-breaker
- Follow up - how have we done applying what we learned last time?
- Book Review
- Challenge sharing
  - What are my biggest challenges as a leader in this community?
  - Where do we have commonalities?
- Training
  - How to manager performance
  - The airplane and the mountain
- Commitment to next steps - with accountability and follow-up

### **Session 11 - Leading within this community (Part 3)**

- Intro question/ice-breaker
- Follow up - how have we done applying what we learned last time?
- Challenge sharing
  - What are my biggest challenges as a leader in this community?
  - Where do we have commonalities?
- Community work sessions
  - Progress on key opportunities
  - Next steps
- Commitment to next steps - with accountability and follow-up

### **Session 12 - Commitment to action**

- Intro question/ice-breaker
- Follow up
  - What has changed over the last 12 months...
    - In us?
    - In our community?
  - How do we continue our journey - Peer coaching groups
- Commitment to next steps - with accountability and follow-up

## Coaching Option

To ensure highest value development Humanergy recommends the additional option of 360-degree assessment and coaching. This includes:

- Humanergy's Effective Leadership Profile 360
- Professional analysis and 3 sessions of 1-on-1 coaching to ensure:
  - Full coachee understanding and analysis
  - Development of improvement plan

## Coaching Process

Humanergy's coaching is best characterized as a high performance partnership with the goal of improved results and impact. Recognizing that this development occurs within the context of the coachee's work requirements, Humanergy implements a process that honors the coachee's confidentiality and wraps in the necessary structure to ensure accountability.

We use a tailored approach that combines disciplined structure with real time adaptation to your personality and business realities. The coaching components are:

### **Online 360° Assessment**

After pre-assessment coaching, participant does self-rating against established success criteria. The participant's manager, peers, direct reports and others rate him/her on the same criteria, giving a multidimensional report of performance and forming the basis of an improvement plan. Feedback from all raters is anonymous, other than the manager.

Humanergy's Effective Leadership Profile (ELP360™) is a behaviorally-based assessment of leadership. The participant, participant's manager, peers, direct reports and others rate him/her on the same criteria, giving a multifaceted look at the person's performance. The 24 competencies the ELP360™ measures are a blueprint for leadership success supported by an integrated development planning process. Clients have found that the ELP360™ provides a comprehensive assessment of leadership strengths and opportunities.

*A recent client commented, "Humanergy's 360 tool was not only in complete alignment with our company's business strategy, it also came paired with first class customer service and a full range of supporting resources."*

### **90-minute one-on-one work sessions**

These work sessions include pre-assessment coaching with best practices for seeking feedback, facilitated analysis of the assessment report, planning development strategy and implementation. The implementation phase will review current progress, lessons learned and re-design upcoming opportunities for excellent performance.

### **Enrichment and on-call support**

The coaching experience will be enriched with the latest readings, simulations, case studies, self-assessments and self-reflection activities. Additionally, recognizing business needs and coaching opportunities don't always fit a schedule, participant has the ability to access coaching support via email and phone when priorities demand.