

LEADERSHIP INSTITUTE of WISCONSIN™



Leadership is a quality that comes from a place deep within – the place where purpose, passion and discipline intersect. It is a quality that requires development and refinement

The WMEP LEADERSHIP PROGRAM empowers managers and emerging leaders with leadership strategies, tools, and personal insights so they can be and do their best.

How a leader shows up matters: What they say, how they act and react, and how they engage others creates a ripple effect – up, down and across the organization. Great leaders build trust and create a safe environment for the right conversations to happen, with the right timing, so the right work gets done, in the correct way.

This experiential learning program empowers managers by building on what they already know; competencies are leveraged to build momentum and expand capabilities.

Training and coaching topics may include:

- Developing High-Performing Teams
- Establishing Accountability
- Persuasive Communications
- Delivering Effective Feedback
- Personal Leadership Brand
- Leading Change
- Time Management / Prioritization
- Strengths-Finder
- Building Trust
- Facilitating Problem-Solving Discussions
- Managing and Resolving Resistance
- Coaching Others to Higher Performance
- Dealing with Difficult People
- Scenario-Based Interviewing
- Emotional Intelligence
- Performance Management

OUR RESULTS TELL THE STORY

- 91% of graduates receive promotions within 12 months
- Another 8% receive expanded responsibilities within 12 months
- 93% report feeling happier at work
- 98% report feeling more confident in their role
- 98% report being better communicators

A SIX-MONTH LEADERSHIP PROGRAM - Investment \$4,900 per person all inclusive

- Six (6) half-day workshops with topics designed to accelerate the collective group's performance
- Customized learning activities and case studies
- Twelve hours (12) of one-on-one customized coaching to fast-track performance
- Graduation Certificate of Achievement



MEET CHRISTINE MCMAHON, CEO, CMA, LLC

Christine McMahon is a former leader with Procter & Gamble, Slim-Fast Foods and Nabisco. She specializes in developing high trust, high performing workplaces by improving communications, accountability and alignment – up, down and across the organization. Advancements in these areas facilitates speed of execution and profitability.

STATISTICS & FACTS

Sources: Gallup. LinkedIn. Bersin by Deloitte. Harvard Business Review Analytical Services.

Companies that hire managers based on talent (the capacity for excellence) realize a:

- 30% increase in profitability
- 10% in productivity
- 30% increase in employee engagement scores
- 25% fewer absences
- 10% decrease in turnover

Critical to success, leaders need to:

- Build trust up, down and across the organization (emotional safety)
- Inspire others to be courageous and step into their potential
- Have fortitude to overcome adversity
- Make decisions based on company needs, versus being popular
- Create a culture of accountability
- Be thoughtful communicators (Think before they speak!)

Yet, research shows that only 18% current managers have the talent to meet these expectations. Harvard Business Review’s Front-Line leadership study shows that only:

- 19% are inspirational
- 20% are effective at developing talent
- 20% are innovative thinkers
- 21% are strategic thinkers
- 27% are organizational savvy and demonstrate good judgment
- 33% make business-based decisions

What this means is that at some level, managers and frontline leaders are struggling.

What would it mean to your company if your managers and emerging leaders could fully step into their roles? Handle difficult conversations with calm resolve? Collaborate? Lead change? Develop talent? Adapt faster to prepare for growth?

CONTACT WMEP TODAY:



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TESTIMONIALS

“Christine balances her leadership expertise with anecdotal experiences and easy to apply strategies. Her talent is how she uses our real-life, day-to-day, work-life scenarios to provide the steps, processes and strategies so our leaders and managers feel empowered and confident to act, lead, and engage in the right conversations.

Results have exceeded our expectations. Morale has improved. We have higher performing teams and business units. Coaching is a regularly occurring activity throughout the organization. Accountability has become part of our culture. And an unexpected outcome - leaders are better managing their time and priorities. This is measurable TRANSFORMATION!”

J. Traub, HR Manager, Heraeus Electro-Nite Co., LLC

“The leadership training our 16-person team participated in was nothing short of transformational. Our executives and Tier 2 leaders have become more aligned, cooperative, collaborative. They now have honest conversations between themselves and with their respective teams – something we didn’t do well. Our internal and external execution has significantly improved and this has contributed to the company achieving a new milestone revenue high – a year ahead of schedule. The bar has now been reset – it’s aggressive – and I am confident that will hit it!”

President/CEO, CGC

“Christine masterfully absorbs a lot of information and distills the essence of the issue quickly and with laser precision. She never inserts herself to solve the problem but always gives me the tools to do it myself. She engages me in role-plays so I can see the situation from multiple perspectives and rehearse how I want to show up and engage. This has helped me become more comfortable saying what I needed to say with my team. She provides me with the strategy and language for the exact to the situation so I have clarity about my intentions and can be successful addressing any type of situation that I am faced with.

14-year FORUM Producer, NMFN

“I was looking for something different, something that I could count on to deliver results. I also needed to fully trust that person so when put in front of my leadership team that they would see immediately see that she was an incredibly experienced professional. Her approach and material gave us tremendous confidence that she could help us drive results to a new level. She delivered on that promise and more!

VP Marketing / Sales, DLSS