

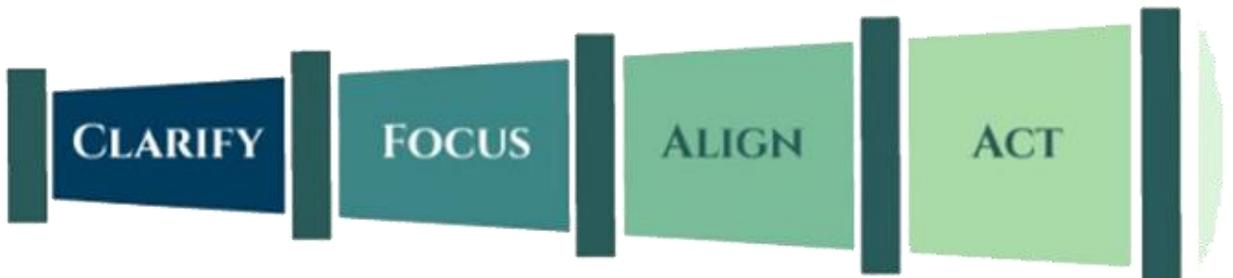


# BECOMING A *Top Team*

## DEMONSTRATE COLLECTIVE VISIBLE LEADERSHIP

The **Becoming a Top Team Workshop** is an opportunity for your team to align and create a shared agenda while learning critical new skills to deal with disruption. This insightful, interactive program includes five 90–120-minute virtual sessions providing a practical introduction to leading adaptively. Time is spent focusing on building skills to enable leadership teams to communicate, create alignment, raise and solve difficult issues, and coach in a rapidly changing environment. The program establishes new ways of working and communicating that drives learning for both parties and creates a united message to the organization.

### THE INFLUENCE MODEL



#### TEAMS MUST:

- Be intentional about demonstrating visible leadership
- Send a consistent message about who they are what they stand for
- Do more with less
- Adapt to change on the fly

#### LEADERS MUST:

- Coordinate efforts to streamline priorities
- Raise the bar and establish new ways of working
- Sustain a high performing culture
- Equip people to take up their authority and own their roles



# BECOMING A *Top Team*

## WORK ON WHAT'S IMPORTANT TO YOU

Over half of the time in **Becoming a Top Team** is dedicated to solving real issues. The team will raise significant and relevant challenges to which they have applied their best thinking and have been unable to solve. Much of the program is spent applying new thinking and skills to these challenges.



## CREATE LASTING RESULTS

We work with your team up front to understand your business, your issues, and the results you need. The program is tailored to ensure measurable results which builds confidence in new skills and ensures they will become embedded in your company's culture. Our pocket-sized card decks are a tool that can also be used to reinforce tools and skills long after the program.

## CREATE NEW TEAM NORMS FOR COMMUNICATION

An effective team requires a culture that fosters discussion, push-back, and honest feedback; where everyone's point of view is heard and the best solutions emerge from collaboration. This program is a unifying experience where your team will work together to solve big challenges using more effective ways of raising the issues that drive the team's ability to demonstrate visible leadership.





## INDIVIDUAL & TEAM OUTCOMES

### INSIGHT INTO STRENGTHS & DERAILERS

- Recognize the communication patterns, beliefs, and mindsets that limit the team's ability to communicate when it is most critical
- Develop influencing skills to increase proactive intentional thinking and minimize 'rework'

### SOLUTIONS TO CURRENT LEADERSHIP CHALLENGES

- Leave with a shared agenda for the team and the skills to make progress on an issue you haven't been able to solve
- Align around new ways of working to sustain high performance through disruption
- Build and practice skills to provide the confidence needed to apply them immediately to produce instant impact

### ADAPTIVE LEADERSHIP MINDSETS, SKILLS, & TOOLS

- Understand when and how to leverage adaptive leadership to drive competitive advantage
- Learn to apply new skills to a range of challenges through work on multiple team and individual cases

YOU CAN DO  
THE **PRE-WORK**  
TO CREATE A  
SHARED AGENDA  
OR THE **REWORK**  
WHEN THINGS  
GO SIDeways.



## YOUR PROGRAM LEADER

**JENNIFER EGGERS** is the Founder & President of **LeaderShift® Insights Inc.**, a firm known for helping leaders dealing with disruptive change who want to increase their organization's capacity to adapt so they can emerge stronger and more effective faster. A consultant, coach, best-selling author and speaker, Jennifer has a passion for creating alignment and resilience so your team can do more with what you already have. She is a masterful facilitator known for creating shared agendas and unraveling tough issues that hinder results.

With a unique ability to align diverse stakeholders and global experience in consulting and corporate roles, Jennifer's integrated approach to creating alignment develops leaders at all levels while enabling learning and productive dialogue. She is the creator of RapidOD, a collaborative fast approach to organization restructuring; and highly charged workshops on Influence, Resilience and Driving Sustainable Change

With over 25 years of Coaching Experience, Jennifer has coached entire leadership teams as well as officers and directors of many Fortune 500 companies. She is known for repositioning personal brands, driving behavior change, and increasing senior leaders' ability to drive performance through others. Her book, Resilience: It's Not About Bouncing Back is a #1 international best seller.

Jennifer is a former Partner with Cambridge Leadership Group; Vice-President, Leadership Development & Learning for Bank of America; and has held several other senior roles in Learning, Organization & Leadership Development at AutoZone and Coca-Cola Enterprises. She has designed and executed large-scale initiatives including mergers, enterprise restructuring, talent management, performance-management and team development. Her kitchen English approach and proprietary research backed solutions resonate equally well from the shop floor to facilitating complex strategy and issues resolution sessions with C-Level Executives. She is a Strategic Partner with University of Georgia Executive Education, an Advanced Practitioner in Adaptive Leadership, and a member of the Adaptive Leadership Network at Harvard's Kennedy School of Government.



"We help you clarify the real issues and get them out on the table where they can be solved. Because you can't solve what you're not talking about."

**-Jennifer Eggers**

**CERTIFICATIONS:** Certified Speaking Professional (CSP), Twice certified Executive Coach, Culture Types, Meyers Briggs Type Indicator, Hogan, Hogan for Selection, Mediation, Design for Six Sigma, Six Sigma Green Belt

**AREAS OF EXPERTISE:** Adaptive Leadership, Organization Design/ Restructuring, Strategic Conversations, Global Leadership, Strategy Execution, Talent & Performance Management, Change Management, Leadership & Executive Development, Action Learning, Creating Alignment, High Performing Team Development

- State Bank & Trust
- AutoZone Parts Inc.
- BIC
- Honeywell
- The Home Depot
- Marsh Berry
- AvMed HealthCare
- Bank of America
- Call2Recycle
- Coca-Cola
- Delta Airlines
- Coca-Cola Enterprises
- Johnson & Johnson
- Mayo Medical Labs
- Biosense Webster
- University of GA
- Vanco
- Tencate
- SantaFe HealthCare
- Ingredient
- UPS
- Hycite
- Drexel University
- Multiple Myeloma Research Foundation



## THE LEADERSHIFT INSIGHTS TEAM

LeaderShift Insights® has extensive experience creating alignment with disparate stakeholders at some of the most successful and recognized brands in the world. We provide expertise in aligning and developing organizations and leaders, identifying and driving the capabilities needed to drive strategy, enabling sustainable change, and setting projects up for success so you can drive breakthrough results.

“WE HELP YOU CLARIFY THE REAL ISSUES AND GET THEM OUT ON THE TABLE WHERE THEY CAN BE SOLVED. BECAUSE YOU CAN’T SOLVE, YOU’RE NOT TALKING ABOUT.”

- JENNIFER EGGERS, PRESIDENT

We believe there are very few business challenges that cannot be overcome by improving leadership at all levels and creating alignment between people and business strategies. We provide pragmatic solutions that maximize your ability to drive results. Everything we do is designed to help you create an integrated approach to solving problems for good, while driving business performance that is entirely based on your specific situation. From developing leaders, to building and implementing innovative organization structures, and driving sustainable change, our work is based on years of experience, research, and best practices. Our people are experts at optimizing performance through organization alignment, managing talent, and enabling change.

## WHO WE WORK WITH

### MID-SIZE AND LARGE ORGANIZATIONS

We work with corporate leaders and teams facing disruption who want to improve their capacity to adapt so they can emerge stronger and more effectively faster. We have worked in 11 countries and over half US.

#### OUR CLIENTS:

- Increase revenue and profit
- Accelerate strategy execution
- Build higher performing teams
- Do more with less
- Break down silos
- Get aligned and on the same page
- Ensure that structure drives strategy
- Increase organizational resilience

### LEADERS

In times of disruptive change and digital transformation, challenges are more complex, global, and cross-functional. Leaders must develop skills to think and act differently to mobilize people and create alignment.

#### OUR CLIENTS:

- Increase their ability to drive performance through others
- Build high performing cultures
- Demonstrate leadership breakthroughs
- Are better at mobilizing people
- Make progress on multiple issues
- Solve quantifiable cases
- Invite dissent to create alignment
- Are more resilient people
- Change perception
- See the big picture (strategy)

### LEADERSHIP TEAMS & COHORTS

In over 2 decades of experience working with leadership teams, boards, and development cohorts, we help them get on the same page, surface and resolve cross-functional challenges, and drive large-scale change.

#### OUR CLIENTS:

- Demonstrate visible courage
- Improve change effectiveness and teamwork
- Save cost and increase revenue
- Drive accountability
- Resolve cross-functional issues
- Better engage their boards
- Are clear on what to focus on next