

# LEADERSHIP TRANSFORMATION PROGRAM

**70% of the variance between a lousy culture and a strong culture is the knowledge, skills, and talent of your team leaders.** Strong culture equals engaged employees. Engaged employees means lower turnover, higher retention, higher productivity, and ultimately, higher profitability.

**Bottom line:** Your team leaders have **70% of the influence** over whether an employee stays or chooses to leave. **70% of the influence** over **productivity** of your employees, and as a result, influence over your business **profitability**.



**Most leaders are not equipped for that responsibility. Are yours?**

- Do your leaders actively coach and provide feedback to employees?
- Do your leaders feel comfortable and confident holding employees accountable?
- Do your leaders focus on leading their team (rather than managing the work of the team)?

## OUR LEADERSHIP TRANSFORMATION PROGRAM

This program equips managers, supervisors, and leads with the skills to be effective leaders. It helps managers build strong relationships with employees, provide meaningful and effective feedback, address performance concerns, and proactively retain high performing employees.

This 12-month program goes beyond **learning** the skills and tools to **implementing** the skills and tools into daily habits. This is accomplished through an eight (8) week learning process, followed by ten (10) months of engagement and support to sustain and reinforce the skills and tools throughout the year.

# OUR 12-MONTH LEADERSHIP TRANSFORMATION PROGRAM

## IGNITE TO TRANSFORM FOR TEAM LEADERS



### LEARN

- Interactive learning over the course of 8 weeks
- Online course modules that can be accessed any time, any where
- Live weekly group coaching calls
- Weekly assignments to apply course content
- Individualized feedback on each assignment
- Weekly communication to leaders of participants with content from the week, ways to engage and support participants, and program status

## FAN THE FLAME



### SUSTAIN



### REINFORCE

- Access to all content from the Ignite to Transform for Team Leaders Program
- Monthly live group coaching calls to sustain the skills and tools learned
- Quarterly live workshops to reinforce the use of the skills through individual development plans
- Monthly communication to leaders of participants with content from each session, and ways leaders can engage and support participants to use the skills and build the habits

## Praise from Business Leaders

*“Ignite to Transform was the **most impactful program** we’ve ever initiated.”* – Paul Kelly, HR Manager, Prairie State Tractor

*“Erin and Kristen have **tremendously helped our leaders** to develop active listening skills and coaching skills that have improved the bottom line through increased employee engagement and reduced turnover.”*

– Jeff Marone, President, Len Busch Roses

## Praise from Participants

*“This is a **very well planned and delivered training program**. The assignments provide opportunities to apply the lesson and the weekly meetings with other participants provide an excellent review and opportunity to discuss questions and concerns. I think most businesses would learn a great deal that would **strengthen their organization** by offering this to their leadership.”*

*“This has been **very informative** and a **supportive** platform in becoming a manager.”*

Learn more about our leadership development programs at:

[peoplesparkconsulting.com](http://peoplesparkconsulting.com)

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