

Being a Leader

Our point of view

It's time to **rethink** how we develop our **front line leaders**.

Traditional development helps leaders drive results through others, but with modern operating models emerging, they must now engage others' intelligence. Furthermore, these tumultuous times require that front line leaders guide with **heart**, helping others do their life's work. Such new expectations, however, do not replace the old, and front line leaders must meet these accumulating demands.

How, then, can we inspire front line leaders to do the best work of their lives, equipping them to excel in new ways?

At BTS, our methodology transforms front line leaders of today into big-hearted and high-performing leaders of tomorrow. We believe that leadership development begins with a **mature business perspective**, occurs during specific leadership **moments**, and requires a fundamental **mindset shift**.



How we can help you

With your unique context in mind, BTS crafts a personalized, blended leadership journey characterized by active learning. We propose a six-element, three-month journey that features:

- **A kick-off:** taking BTS's own Portrait Assessment to uncover natural leadership strengths
- **Self-paced learning:** absorbing core leadership concepts, embedded in engaging storylines and brought to life through digital simulations
- **Facilitated workshops:** integrating new leadership behaviors and practicing new skills in dynamic learning environments, including three team-based simulations
- **"Go-Do" applications:** sets of learning experiences integrated into the flow of every-day work
- **Facilitated pods:** discovery and experimentation that leads to gleaning deep insight and sharing accountability in small, supportive groups
- **Closing:** celebrating successes and focusing on the road ahead

How participants will transform



How we are different

 <p>Grounded in science</p> <p>Our design methodology draws from external research (Multipliers: how the best leaders make everyone smarter) and internal research (over 150,000 coaching conversations).</p>	 <p>Getting to the root</p> <p>We transform any micro-manager's or tyrant's mindset to that of a Multiplier, who amplifies the intelligence of their teams.</p>	 <p>Impact-measuring</p> <p>We track performance from reaction, learning, behavior, and extrapolate business results, all according to your most valued business metrics</p>
 <p>A belief in fun</p> <p>We create moments of team and individual joy, fostering cohesive spirit in cohorts for lasting relationships.</p>	 <p>Inclusive</p> <p>Our accessible program respects diversity, equity, and inclusion, creating a sense of belonging</p>	 <p>Relentlessly contextual and deeply personal</p> <p>We understand your organization's unique tensions and challenges.</p>