

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

Uncover their natural strengths

Gain deep understanding of team's contribution to revenue and costs

Recognize their own and others' communication styles

Co-create clear stretch goals linked to the business strategy

Provide coaching on goal steps and progress

Delegate the "what" and empower the "how"

Lead with a growth mindset

Initiate and create a culture of feedback

Seek to improve their own impacts

Increase autonomous decision-making on behalf of the business

Bring out the best in others, encourage curiosity, and embrace diversity of thinking

Communicate a shared vision connecting to broader business goals, which create a psychologically safe environment

Establish a focus on empowering and developing others

Equip team members for future challenges

Cultivate a workplace of resilience, "smart" failure, and humility

Spark conversations which stem from the right intention and deliver powerful results

How we are different



Grounded in science

Our design methodology draws from external research (Multipliers: how the best leaders make everyone smarter) and internal research (over 150,000 coaching conversations).



Getting to the root

We transform any micro-manager's or tyrant's mindset to that of a Multiplier, who amplifies the intelligence of their teams.



Impactmeasuring

We track performance from reaction, learning, behavior, and extrapolate business results, all according to your most valued business metrics



A belief in

We create moments of team and individual joy, fostering cohesive spirit in cohorts for lasting relationships.



Inclusive

Our accessible program respects diversity, equity, and inclusion, creating a sense of belonging



Relentlessly contextual and deeply personal

We understand your organization's unique tensions and challenges.

