

Leadership Development

Learn leadership as a relationship

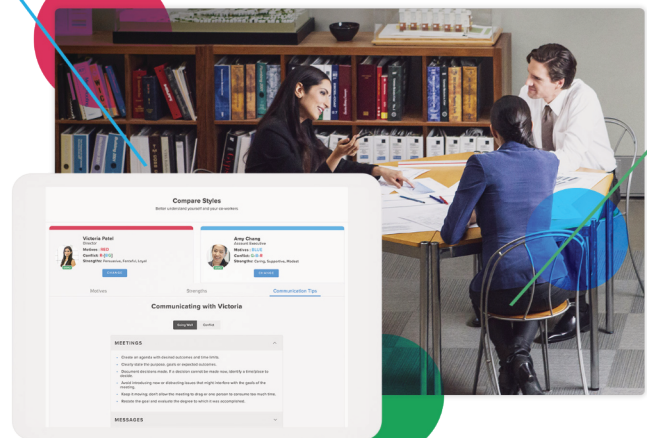
Most leaders use a one-to-many communication approach, leading to misunderstandings and lost productivity. But it's possible to tailor your leadership style to every person you manage.

Close the gap between what you said and what they heard

Relationship Intelligence (RQ) gives you the insight to communicate with people across a diverse spectrum of personalities, motivations, and experiences. Each interaction with a direct report is an opportunity to connect—or get your wires crossed. To build a relationship—or damage one. Our leadership development solution, based in RQ, teaches high-potential people and existing managers to lead in a way that fosters connection and builds relationships. Because strong relationships are the foundation of strong business performance.

You will learn how to:

- Understand your own motives and strengths
- Understand each direct report's motives and strengths
- Use that knowledge to adjust your communication approach with each person
- Coach your people without fear of being misunderstood
- Talk about challenges you're experiencing within a team
- Forever leave behind "That's just who I am; take it or leave it" as a leadership style



147%

higher earnings per share at companies that increase their number of talented managers

99%

of employees want to be part of an organization that nourishes honest communication

4.5x

more likely to retain the best employees at a company that communicates effectively

29%

increase in profits when leaders recognize quality work and the achievements of teams

The Core Strengths approach to leadership development

Recast the past, master the moment, and co-create the future

Relationships are built on shared experiences and future expectations. Relationship Intelligence (RQ) helps you adjust your approach to bring out the best in each person you lead.

By shifting past perceptions, leaders are better equipped to have productive interactions with colleagues in the present moment. Leaders use awareness of team members' motives and strengths to collaboratively set goals for the future.

Recast the past

Find missing information, identify misperceptions, and bring a clearer view into the present moment.

PAST EXPERIENCES

PRESENT INTERACTIONS

Master the Moment

Assess motives, bring the right strengths to your relationships, and communicate in the right style.

Co-create the future

Clarify desired results and the most effective way to work together.

FUTURE EXPECTATIONS

This approach fosters a sense of inclusion and instills all team members with personal responsibility for getting results. Close the gap between what you said and what they heard.

Leadership development, designed just for you

Assessments, training, and the Core Strengths platform

We believe that one-size-fits-all leadership doesn't work, and a one-size-fits-all leadership development approach doesn't work either. That's why our offerings allow each individual to discover their own strengths and practice their own leadership style. Our solution is flexible and easily integrates with any other leadership development training you use.

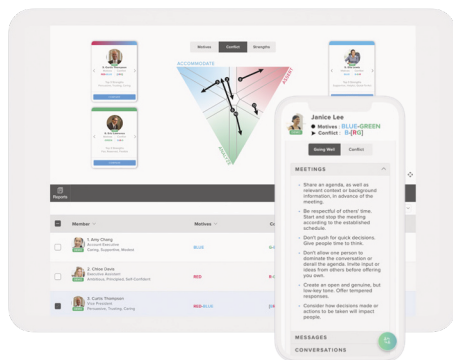
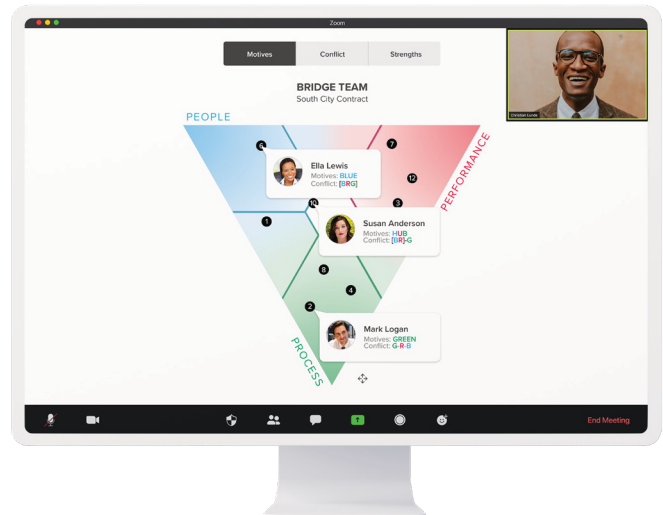


Assessments

Our Strengths Deployment Inventory 2.0 (SDI 2.0) is at the center of our leadership development approach. When leaders understand themselves, they better understand the behavior of the people around them.

Training

Experiential workshops allow you to practice leading with RQ in real time, through virtual or onsite training.



Platform

Real-time access to insight into how to lead each direct report, at your fingertips, so you don't have to memorize anything.

Get started developing leaders who foster productive relationships within their teams.

WHAT'S NEXT

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