



Leadership Survival Series

~~SURVIVING~~ THRIVING

During and
After COVID-19

This is a 10 session Leadership Program facilitated by a team of highly effective leadership trainers and coaches that deliver immediate results.

- Learn to navigate effectively through 2020's uncertainty and chaos.
- Align, focus, and optimize individual and team efforts towards organizational priorities.
- Master actionable tactics that move leaders forward and equip for business success.



Led by: Margaret Graziano
Peak Performance Culture and Leadership
Coach
CEO/Founder of KeenAlignment

Featured Trainers: Joe Siecinski, Action Coach
Andreas Dankelmann, EOS Implementer and
Aaron Schmookler, Innovation Catylist

Leadership Agility Curriculum

Recovery Series (3 sessions) – Close the gaps created by COVID-19. Efficiency, accountability, and focused priorities will be paramount to an effective recovery. Prepare to move forward in the "new normal" with a fresh perspective and a stronger competitive advantage compared to pre-COVID landscape.

Catalyze: Preparing for the new economy by understanding and moving through Operating States of a high-performing organization.

- Reshaping and Restructuring the business
- Unifying the team, planning the work and working the plan
- Aligning roles, milestones and measurements of success

Crystallize: Leverage market conditions, create clarity, vision and focus

- Understanding what's changed (Trainer: Joe Siecinski)
- Operationalizing lessons learned to gain competitive advantage
- Creating a culture for Innovation and Momentum

Optimize: People utilization

- 21st Century Leadership readiness
- Will versus Skill
- Unleashing the natural talent and drive of your leaders



Recalibration Series (2 sessions) – Begins with a focus on the individual leader and their ability to lead from the front. Continues with giving leaders practices and protocols that empower effectiveness especially during times of chaos and uncertainty. Positions the leader to make astute business decisions now and in the future.

Revitalize: Leading through uncertainty and chaos

- Responding effectively to adversity, stress and pressure
- Letting go of the "how" in service of the end result
- Recalibrating and pivoting regularly

Materialize: Understanding your leadership strengths

- Identifying your strengths as a leader
- Removing constraints to effectiveness
- Operationalizing talent and effort in leading the way



Leadership Agility Curriculum

Alignment Series (5 sessions) – Focuses on leading your people – connecting and directing your team towards the firm's vision. Build the foundation for focus and accountability so that during and after COVID-19, your firm has a fighting chance at surviving and even thriving.

Harmonize: Tap into the collective intelligence of your team

- Unlocking the wealth of talent in your team
- Shaping a compelling Mission
- Collaborating effectively through unleashing the collective genius on your team.

Actualize: Accountability (Trainer: Andreas Dankelmann)

- Right person / Right Seat
- Stakeholder Ownership
- Shifting perspective from responsibility as "have to" to "get to" .

Prioritize: Focus, Priorities and Scorecards (Trainer: Andreas Dankelmann)

- Setting Priorities
- Maintaining Focus
- Tracking and measuring what matters

Synergize: Inspire contribution and performance

- Aligning people and roles with firm's objectives
- Calling team members up to leadership
- Delegation, Elevation and Empowerment .

Idealize: Generate Collaboration and Innovation (Trainer: Aaron Schmookler)

- Creating an environment conducive to opportunity spotting.
- Implementing structures to foster an innovation culture.
- Sparking innovative thinking in your team and fueling it for the long term

