

Ready to Master the Leader's Dichotomy?

The outdated Command & Control leadership style promoted, "I say, you do." It was based upon a strict interpretation of McGregor's Theory X posture with the intent to increase Productivity. Over time, Leaders realized it had a negative impact and instead increased Turnover. An attempt was made to "soften" leaders' styles to a Theory Y posture. That marginally decreased Turnover, but drastically decreased Productivity. To solve this dichotomy, our quest was Increase Productivity & Decrease Turnover.

As the Executive's Ally, your ally, our process will help you build a Competent, Compassionate, Collaborative Leadership Team that Unlocks, Engages, and Optimizes your organization's potential. We will help you understand and incorporate the bridge to achieve High Productivity & Low Turnover.

You may be asking, "*What makes KiVisions different?*" First, as a full-service organization, we do what it takes to meet your specific needs. The real difference is in our approach. So many of our well-intentioned competitors have fallen for offering short-term programs billed as "solutions". These often result in euphoria by the participants during the delivery phase yet, either total frustration or minimal confidence during the attempted employment phase.

Some Keys to consider:

- ➔ Leader transformation is a process, not an event.
- ➔ As with most professions, the right tools and the skillsets to use those tools are necessary to develop leaders who capably Unlock, Engage, and Optimize your organization's potential.
- ➔ True leader development CANNOT be "one-size-fits-all". Leader development programs and systems must be connected to each participant's expected level of leader readiness.
- ➔ Great Leaders are capable of preventing problems, not merely solving those that arise.
- ➔ Instead of building a Team of Leaders, build a Leadership Team.

Concerns:

- ➔ Most organizations, because the Executives within the organization do not believe they have the time or ability to perform in-house development experiences, outsource this vital function. Most of those "outsourced" programs provide training, not development. Typically, because the training is not connected to the organization's specific needs, ROI is sadly lacking, if at all positive. A large portion of the low to negative ROI is due to programs that merely focus on *what* a good leader should be and fail to address *how* to become a great leader.
- ➔ Many of the leader development programs out there are missing two key pieces: Mindsets before skillsets and a framework to employ the concepts addressed, similar to many management tools.
- ➔ When placed into a Position of Authority, most people have no clue of the roles they have assumed or how to "play" those roles.
 - ➔ Can your leaders clearly articulate the differences between the Leader role and their other primary roles? Those differences are substantial and can make the difference between true success and mediocrity.

- Too many programs:
 - Concentrate on helping leaders motivate others (a continuous task) as opposed to helping those leaders become adept at inspiring & developing aspirations within those they lead.
 - Are scripted using the learning style of the program creator. Consciously or not, the originators assume those participating in the program have the responsibility to “figure out” the meaning and application of the content.
 - Provide seemingly low cost but, minimal value (resulting in what might be called “Square filler” programs).

- The myths surrounding leaders are legendary; a few examples:
 - I’m a leader because I’m in a leadership position.
 - I can’t be a leader because I’m not in a leadership position.
 - Certain generations are incapable of performing as well as other generations.

What would your life be like if your Crew:

- Capably Handled All Issues,
- Met/Exceeded Customer Expectations,
- Delivered Best Possible Outcomes,
- Looked Forward to Monday!

Our process, *5 Simple Tools to Transform Your Leadership*, allows you to regain control of the development and transformation of your leaders. You’ll find that this system was built to serve each of the Keys and overcome the Concerns noted above.

Let me allay a potential concern: Yes, transformation is a process, it will take time, but...our system was built to help you and your Leadership Team grow one-step-at-a-time.

Additionally, KiVisions works in partnership with industry leaders from the technology, risk management, corporate governance, business advisory and academia disciplines. A relationship with KiVisions comes with both in-house capabilities and access to an unprecedented network of thought leaders and tacticians: A combination of talent and people, at the ready, to help clients achieve success. You will have help and guidance every step of the way. As your ally, I will help you determine those strategic partners that might best serve your organization.

Check us out: www.KiVisions.com

Contact us: KiVisions@KiVisions.com or 814-353-4564

If you are looking to 10x your business, don’t do it alone. I can’t wait to help you Soar!

Ken Pasch

Ken Pasch, CHE, CLdrC

Chief Executive’s Ally (& President)

KiVisions, The Leader Transformation Company