

The KiVisions™ Leader Development Process

What's your Payroll ROI? Get the best outcomes from the people you hire; improve your top & bottom lines. Our unique process will help you *Unlock, Engage, & Optimize* human potential. With us as your Wingmen, achieve/exceed personal, professional, and organizational goals. You will *Soar!* We are R.A.V.O.L.U.T.I.O.N.izing leader development!

1) File *Your Flight Plan*

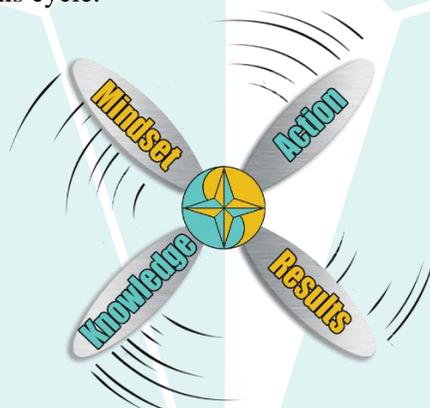
To get where you want to go, start by knowing where you are. The right assessment will get you off the ground and on your way to your desired destination.



(The Tools to help you complete *Your Flight Plan*)

2) Employ *The Make Your M.A.R.K! Cycle*

Good people who are serious about their leader development journey will get the most out of the KiVisions Leader Development Process if they follow this cycle:



Adopt the proper **M**indsets, to ensure you are mindful of the impact your actions have on others,
Take the **A**ctions that will achieve your goal(s),
Measure/Assess your **R**esults to ensure you are/stay On Course,
Share the **K**nowledge you gain with others.

3) Learn/Apply the Steps in *The Leader's Model*



The Successful Ventures in Human Dynamics Model (the formal name) recognizes what it takes to get an aircraft or an organization “off the ground and to its destination” are amazingly similar. The *plane* in the Model represents a number of possible focal points: you, your “crew”, organization, etc. The “paper airplane” is intended to help you realize the Model works for all leaders. Regardless of the size or type of organization, the factors and dynamic motion are the same. The differences: Scale and scope of operations. Now, a brief look at each Step in the Model:

Before You “Take-Off”:

1. The plane must be pointed toward the desired destination.
2. Properly “outfit” the plane to accomplish the mission/achieve the vision.

Understand the impact and effectively use **The 4 coefficients of flight** below; you will become a better leader.

The key: As a leader, you must balance these forces to ensure the organization achieves its goals.

No force is necessarily positive, no force is necessarily negative.

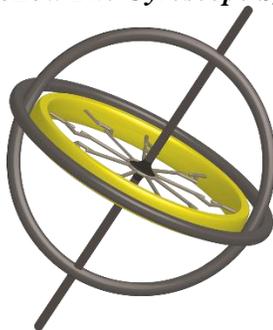
3. *Lift* (represented by the up arrow) gives you the *potential* to “get off the ground”. Lift is primarily created by those things that inspire each person to derive the motivation to achieve the organization’s vision & mission. The caveat: If you aren’t careful, you might “go too high”. The higher you go requires greater mastery and might cause you to lose perspective.
4. *Thrust* (represented by the arrow facing right) propels you forward and allows *potential* Lift to become *actual* Lift. Thrust is primarily created by coordinated efforts (by you, your “crew”, affiliated partners, etc.) that produce effective results. The caveat: If you aren’t careful, you might “go too fast”.
5. *Drag* (represented by the arrow facing left), primarily caused by ineffectiveness, holds you back. The caveat: Being “held back” can be a good thing. Most organizations need at least one “Devil’s Advocate” to ensure careful consideration of what/when/how/why/where things are being done.
6. *Weight* (represented by the down arrow) makes it harder to “get off the ground and climb”. All Weight is inevitably affected by “gravity”, dealt with as an External Condition. The key issue leaders must solve: DeadWeight or potential that remains “locked up” in humans. It indicates a lack of a clear vision & mission or the “crew’s” connection to both. The caveat: As the saying goes, being “grounded in reality” can be a good thing.

As a leader, you have some measure of control, or at least influence, over the 6 Steps above. To be a complete leader, you must also be prepared to navigate through those things outside your control.

7. **External Conditions** (represented by the storm and the wind “pushing” the clouds) are factors and issues over which you likely have little, if any, control or influence.
 - a. Some External Conditions are obstacles that should be *avoided*. The storm depicted in the Model is a natural obstacle and dangerous to fly through. Organizations experience many “storms”; learn how and then take steps to avoid them. Many of these storms will be specific to your organization or industry.
 - b. Other External Conditions cannot be avoided; *you need to deal with them*. For flyers, wind is unavoidable; not only is it always present, the direction and velocity frequently change; it affects take-off, navigation, etc. Laws and regulations are examples you might encounter. All unavoidable issues will likely impact your organizational plans and outcomes to some extent, great or small.

The Model has potentially broader implications, but we will focus on the decisions made by leaders of an organization that relate to people, systems, structures, etc. Next, the *System* that will help you best use the *Cycle* and the *Model*.

4) Follow *The Gyroscope System*



The components of *The Gyroscope System* include:

The “brands” that support The KiVisions Leader Development Process:

1. ***Soaring Leaders Academy***: Our teaching/mentoring “brand” educates and clarifies concepts for leaders who are hungry to Grow Forward. Scope: Individual &/or “crew” growth. Focus: Build awareness of and provide “how to” knowledge in the skills necessary to become a Great Leader.
2. ***True Leaders Forum***: Our coaching and facilitated-mastermind-groups “brand” helps leaders establish and achieve their personalized vision. Scope: Individual & “crew” growth. Focus: Build awareness of an individual’s current capability and provide the opportunity to improve the skills necessary to become a Great Leader.
3. ***Impact on Results***: Our consulting “brand” is based upon our proprietary C.P.E.G.=+I.O.R. method. Scope: Organizational performance and growth. Focus: Ensure the people affiliated with our client organizations and the systems they use are aligned to achieve organizational goals.

Levels of Leader Readiness

Recognizing leader development can’t be “one-size-fits-all”, our programs are geared toward your expected level of leader readiness:

1. ***Emerging Leaders***: relatively inexperienced leaders who are learning to understand/deal with expectations.
2. ***Leaders with History***: these leaders have gained depth and breadth of experience and are learning to consistently achieve excellence.
3. ***Leaders of Leaders***: these leaders have advanced to the level where they understand the necessity and are diligently attempting to master the development of other leaders to ensure the sustainability of the organization.

5) Accept *The Leader’s Challenge*



Imbedded within the *Gyroscope System* is *The Leader’s Challenge*: Earn the Ratings that will ensure you have the ability and confidence to serve as a Great Leader and navigate evermore complex situations. In addition, we offer 2 Complements that supplement the Ratings to ensure you have the skills and tools you need. Shown in recommended order of completion:

1. ***Ground School***: the Foundational Complement that provides a framework for effective leader growth and development; it is necessary to ensure leaders at all levels start out On Course.

2. *Earn Your Wings* (Rating #1): Oriented toward helping “Emerging Leaders” fully grasp the importance of managing expectations; plus, it gives more senior leaders a baseline for developing Emerging Leaders.
3. *Master Flight* (Rating #2): Oriented toward helping “Leaders with History” consistently achieve excellence; plus, it gives more senior leaders a baseline for developing Leaders with History.
4. *Soar* (Rating #3): Oriented toward developing “Leaders of Leaders”; it is the pinnacle rating for Great Leaders wishing to achieve and sustain exceptional results through the development of other leaders; it also serves as an extraordinary succession planning primer.
5. *Maintain Currency*: This Complement supplements each Rating by helping ensure leaders maintain a path toward greater competency within the Rating they have earned.

Each Phase of the *Helping True Leaders Soar to Greatness* leader development series was built to unlock the secrets of *The Make Your M.A.R.K.! Cycle* and *The Leader’s Model* and support one of the Ratings/Complements in *The Leader’s Challenge*. However, although you will likely limit your growth and the results you might enjoy, it is not a requirement that you accept the Challenge. Some of our customers initially gain great insight from one or more Phases in the series and then decide to see just how high they can soar through the Challenge. Here are the Phases in the series and the Rating/Complement each supports:

To support *Ground School*:

Phase-1: “On Course: Become a Great Leader & Soar!”

To support *Earn Your Wings* (Rating #1):

Phase-2: “Become the Boss You Always Wanted”

Phase-3: “The Leader’s Magic Mirror” (2 parts):

First Look: Your Internal R.E.F.L.E.C.T.I.O.N.

Second Take: Your External I.M.A.G.E.

Phase-4: “Lead with P.R.I.D.E.”

To support *Master Flight* (Rating #2):

Phase-5: “True Leaders Grow Forward”

Phase-6: “The Leader’s Path: From the Ideal, through the Ordeal, to the Real Deal”

Phase-7: “The Leader’s ‘Investment’ Tool: Ken’s I.R.A.”

To support *Soar* (Rating #3):

Phase-8: “Make Your Organization C.L.I.C.K.”

To support *Maintain Currency*:

Phase-9: _____ (Built to meet your needs and keep you Growing Forward)

Notes to help with FAQs we receive:

1. Because I had the privilege to fly in the United States Air Force, many of our products/services have an aeronautical “flair”. Comparing my flying experiences with the tools I subsequently needed to lead medical facilities helped me realize the connection between the dynamics of flight and Leader Development.
2. As much as I appreciate the work of others, some use the analogy of “Getting the right people on the bus”. Here’s the problem, a “bus” drives on predetermined roadways (you know when you are off the road). Flying is more akin to business than driving because if you fail to use the proper “instruments”, you may not know you are Off Course...until you crash. Plus, there is only 1 bus driver; each member of the crew of an airplane is integral to the successful accomplishment of the mission.
3. Affiliated Products: Flyers use Checklists to effectively accomplish the mission/achieve the vision and Flight Logs to record events and reflect on areas ripe for improvement. As a leader, you should also use these tools. Along with the other products and services we offer, we have incorporated both these aids into our process to help Good People become Great Leaders.

Contact us;

WE WILL HELP YOU SOAR!

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(Note: We can tailor our products to meet your needs)

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