



## GRINNELL LEADERSHIP

Leadership & Organizational  
Development

# Grinnell Leadership—Who Are We?

**We are in the success business**—helping leaders, their teams and organizations discover and focus greater potential.

For over 30 years we have worked alongside our clients—helping by facilitating individual achievement and organizational growth. We assist our clients in attacking business goals by improving human performance and team alignment. Whether using us for executive coaching, as a training partner or as strategic and business planning meeting facilitators; over time we become an outside member of your team. We maintain the objectivity of an outsider yet are a confidential resource that gets to know you, your organization and other key people well.

Many mid-market companies cannot afford a full time resource as experienced as Grinnell Leadership. That's the advantage of being able to use us when you need us, without carrying the overhead when you don't.

We are not a "hammer looking for a nail." Our Services Menus describe our most commonly utilized programs, however, we develop and adjust our approaches to fit the specific business and personal leadership needs of your organization.

Multiple personal references are available upon request.



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### **Copyright & Licensing**

*All of our material is copyrighted. Participants are welcome to use our written articles after the workshop, as long as they give Grinnell Leadership authorship credit. Licensing arrangements can be discussed.*



# Leadership JumpStart®

Highly intensive four-day development process that has helped over 3,000 clients find their leadership potential to execute upon their professional and personal goals with greater effect

## Course Categories

1. Focusing increased leadership potential
2. Enhanced emotional intelligence
3. Awareness of strength and managing weaknesses

### Course Length

The course lasts four full-day sessions.

### Audience

- Executive management and mid-upper level managers, who desire to realize more of their potential and move their leadership effectiveness to the next level
- People who are transitioning to leadership positions
- Managers and rising supervisors
- Experienced executives interested in finding greater personal leadership potential and satisfaction within the framework of their responsibilities

### Delivery Means

The course will be delivered through intensive, facilitated, experiential, adult learning processes focused on participants' actual leadership and unit-management challenges. Class size will range from 9 to 12 people, as we have determined that we can deliver the highest quality by restricting enrollment. Since we usually utilize two instructors, participant to instructor ratio doesn't exceed 7.5 to 1.

### Customization

Our seminar is customized to the personal and business needs of the participant. Each person will leave with a plan aligned with the functioning of his or her unit of responsibility. Initial practical alignment is achieved via the results of our pre-seminar Optimizer75™.

### Course Offerings

Monthly sessions are held in Wrightsville Beach, North Carolina or customized to client locale (as a Team JumpStart®). We are also an organizational development consultancy and can further customize additional follow up sessions for systematic reinforcement, as needed, and help your organization address specific organizational issues or problems.

### Process Includes

- Optimizer75™: proprietary 360° multi-participant feedback
- Manager Compass™: a preworkshop tool for structuring communication and alignment between the participant and his/her direct supervisor; performance criteria (for successful execution of the manager's current situation) are defined and assessed, and relevant learning goals are established. This in depth process allows the participant to focus his or her learning goals in such a way that workshop experiences are tied into real business objectives.
- Personality inventories and supporting learning materials
- Participant's leadership-in-unit development plan path forward
- Course workbook
- Diploma

### Cost per Participant

Contact us for program cost. Nonprofits may qualify for reduced tuition.