



Leadership Accelerator

EXCLUSIVE TO SLOAN GROUP INTERNATIONAL

Our flagship program, Leadership Accelerator, enables organizations to develop high potential successors into enterprise-level leaders.



SLOAN GROUP INTERNATIONAL
INSPIRING LEADERSHIP

Leadership Accelerator

The path to senior leadership requires an array of knowledge, skills and experiences to help prepare the individual. Learning in an environment that not only mimics these learning needs but merges the learning with the reality of organizational performance is the optimal development program.

Designed to help leaders prepare for progression and success, this program uses the framework of the eleven capabilities of business acumen, assessment data, interactive learning modules, coaching for individuals and learning teams and helps prepare high potential managers for enterprise-level leadership.

The Business Acumen Gauge (BAG)

The term Business Acumen is mentioned frequently in the public domain and used in development programs and organizational performance frameworks, yet there was no universal agreement on what constitutes Business Acumen. The BAG aggregates the critical capabilities identified by independent research as being fundamental for organizational strategy success. The diagnostic process allows you to identify how crucial those capabilities are for your role and for your organization, and use that agreed matrix to map, measure and improve leadership capability.

This assessment was defined and developed by Quad Assessment as a result of a recognized need for this crucial element of leadership and organizational performance to be mapped, measured and managed.

SGI is proud to be the first leadership development firm globally to take the Business Acumen Gauge to market.



Learn

- Assessment / Alignment with Management on Development Objectives
- Targeted, individualized development with clear objectives



Expand

- Executive Presentations / Dialog, Facilitated Exercises, Small Group Coaching
- Robust program content that meets the objectives / ensures results



Demonstrate

- Action Learning Project / Presentations, Networking across Peer Group and with Senior Execs
- Real-world development, leadership, networking and project presentation



Take Forward

- Follow up / integration, 360 bookend after 6 to 12 months
- Business results / preparation for succession



Leadership Accelerator

Sloan Group International has worked with a range of the largest corporations in the world to help develop leaders that are not just good, but truly exceptional..

The Leadership Accelerator is an adaptive leadership development program comprised of a unique multi-rater assessment (the Business Acumen Gauge), group facilitation, a fast-paced competitive business simulation, coaching for individuals and learning groups and a group project “pitch” presentation on real organizational strategic goals to senior management.

Designed to help leaders prepare for progression and success, this program includes the eleven capabilities of business acumen and helps prepare high potential managers and senior executives for enterprise-level leadership.

Programs can be run over three, six or twelve months depending upon the organizational context and needs.

Business Acumen Gauge

- This assessment uses the researched framework made up of eleven capabilities, each one represented by a range of observable behaviors. Each capability will have a degree of relevance for your role in your organization resulting in a framework that aligns with the expectations of your senior leaders.
- A 6-month program (This can be adapted to align with the clients identified talent pool development needs)

- **Pre-Work:**

- Introduction of the program by the senior leadership to the participants
- Business Acumen Gauge assessment for each participant
- 1:1 Debriefs of the BAG for each participant (may be in person or virtual)

- **Phase 1:**

Offsite Two-Day Workshop

Day 1:

- Executive Endorsement
- Intro to Business Acumen for Leadership
- Review of group benchmark data and alignment to organizational goals.
- Establish program goals
- Business Acumen and Personalized Leader Development via Simulation

Day 2:

- Business Acumen and Personalized Leader Development via Simulation
- Action Learning Teams confirmed

- **Phase 2:**

One-Day Action Learning

Day 3:

- Executive Presence Program
- Offsite workshop Action Learning Teams

- **Phase 3:**

Coaching Integration

- 1:1 Executive Coaching (6 sessions each that integrate program components)
- Action Learning Team coaching (3 x 2 hour sessions that integrate team program components)

- **Phase 4:**

“The Pitch Panel” Strategy Presentation Program

- One to three days (depending upon size of group)
- Executives/ Action Learning Team Presentations



Ideal Candidates

SGI specializes in helping technical and analytical experts to become world class leaders. Having worked extensively in the Financial Services, Healthcare and Technology industries we are acutely aware of the unique challenges, requirements and opportunities of these sectors and have achieved impressive ROI for our clients.

We work with C-suite, regional leaders, managers, strategists, technology and operations executives, all of whom are tasked with massive change management in the face of technology, regulation, market volatility and globalization.

Benefits

For the Individual Leader:

- Significant learning opportunities spanning leadership, executive presence, collaborative behaviors, cross-silo management and leadership, strategic thinking and project management
- An enjoyable learning journey with a paradigm of shared experiences and increased organization knowledge
- Increased awareness of strategic planning and implementation

For the Organization:

- Significant group development in business acumen
- Increased strategic thinking capability across the leadership group
- Increased cross-silo thinking, leadership and operational enablement
- Learning projects that are aligned to strategic goals with measurable outcomes
- Opportunity to foster broader ownership in organizational goals and behaviors

Supporting Research

Amidst the flurry of current attention on the topic, Business Acumen (BA) is frequently claimed as a valued professional attribute and key competency for being an effective and successful leader (McDonald, 2014). The important role of BA in modern leadership and professional development as well as business success, particularly in times of crisis, has been well documented by academic researchers and practitioners from diverse industrial perspectives (Charan, 2006; Perth Leadership Institute, 2008; Waxman & Massarweh, 2018; Zoghi et al., 2017).

Nonetheless, the evolution of a body of knowledge concerning the definition and measurement of BA has been uncoordinated and piecemeal at best. Over a decade ago, Stern and Walters (2005, p. 29) identified that the term BA “can cause anguish in even the most gifted and experienced Workplace learning and performance professional... the definition of that term has remained a type of Rorschach blot”.

An extensive review of the literature on BA was undertaken to seek relevant definitions, dimensions, survey measurement, conceptual frameworks and empirically tested hypotheses. Echoing Stern and Walters (2005), and Segon and Booth (2010), results show that there is a lack of any universally accepted definition of BA.

In addition, there does not appear to be any great depth nor rigor to the four measurement instruments of BA uncovered by the literature review (these models have not been cited at length by other researchers).

The direct comparison between definitions found in the literature and dimensions used to empirically test BA with the BA Gauge highlights some common elements. However, it appears that the BA Gauge is more extensive in terms of capabilities associated with BA reflecting a more contemporary response to current dynamic and agile environments.

Excerpts from a recent whitepaper published by Monash University on the Business Acumen Gauge



The SGI Approach

As organizations become more matrixed and less hierarchical, people no longer have positional authority and therefore need to be able to influence others and inspire performance rather than rely on being able to direct it.

Helping organizations to thrive in this new paradigm is our specialty.

Our approach offers a blend of consulting, coaching and mentoring for both individuals and teams, and is backed up with a range of industry leading assessments and various practical, usable tools.

We use cutting-edge research in neuroscience, positive psychology, leadership, organizational development and systems thinking to shape our offering.



Process

Our coaching process has been developed over two decades of designing and delivering executive coaching programs to organizations worldwide. Our approach is based on well researched best practices of executive coaching as well as our own well-honed model developed in collaboration with our clients. A trained Senior Consultant acts as a “Master Coach” and facilitates regular case conferences in which the coaches share themes and issues in coaching for maximum client benefit.

Management

Sloan Group International pioneered the matching, management, and measurement of executive coaching by managing multiple multinational executive coaching programs across large organizations. We have the capacity to source “best fit” coaches from all over the world, and the experience to get the best results out of your coaching team.

With every coaching engagement, Sloan Group International provides a single point of contact for relationship management for every client. Your Senior Consultant manages the coaching team, assures quality and consistency, and delivers aggregated data to internal stakeholders on a regularly scheduled basis.

Impact Manager

SGI is a leader in measuring and monitoring the implementation and effectiveness of our leadership enhancement programs.

Our proprietary Impact Manager App is available to our clients and provides real time, mobile or desktop access to their personalized Impact dashboard, measuring:

- Progress towards Goals
- Development Priorities
- Satisfaction
- Behavior Change
- Learning and Skills Development
- Return on Investment



Sloan Group International Success Stories

We hope to have the opportunity to help your organization achieve excellent results as we have helped others. The following testimonials are examples of what happens when we partner with our clients. We welcome your questions, comments, and inquiries and look forward to speaking with you about your organization.

"Following a restructure, we used the BAG to help us ensure role clarity and the areas of focus for a senior executive in his leadership development that we supported with coaching. Over the following twelve months he met and exceeded many of the targeted areas and I was able to see and experience his increased capabilities. With the retest we had the empirical data to demonstrate the changes and provide us the platform for the next phase of development and performance."

Managing Director, FMCG

"I find the BAG assessment a game-changer. The definition of business acumen is a helpful and well-researched framework. This tool gives organizations a way to talk about business acumen skills, development areas and the priorities for a given role. I am excited to be a part of the launch of this instrument in the US."

Rose Hollister, Consultant & Executive Coach



Some of Our Clients

Our clients come from many global industries. They range from financial services and legal to the world's largest technology, energy, pharmaceutical and consumer products, among many others. We provide the best-fit leadership development services to meet your organization's unique needs for senior executives and emerging leaders worldwide.



Sloan Group International Overview

At Sloan Group International (SGI) we believe in truly partnering with our clients as evidenced by our numerous long-standing relationships with Fortune 500 businesses.

We partner with our clients to effect meaningful behavioral change through performance driven, metrics-focused leadership enhancement programs. We become your strategic advisor in helping you craft and deliver the leadership enhancement programs that will be most meaningful to your organization.

We enable positive individual and system growth by inspiring leadership and back this up with unparalleled, personalized client service, combined with industry leading metrics and analytics capabilities to ensure return on your investment.

Our team of globally recognized business and performance experts will help your leaders to meet the challenges of this fractured world.

We work with the world's most respected leadership academics and institutions to bring science to the art of inspiring leadership.

We are proud of our bespoke IP and our numerous awards and accolades:

- 2017 Global Excellence Awards as: Best for Global Executive Coaching Consultancy
- Best for Executive Coaching & Leadership Development Programs - USA, 2016 (Mid-Market Achievement Awards)
- Leadership Top 10, 2015 (TrainingIndustry.com's Watch List for Leadership Training Companies)
- Top 5 Mid-size Leadership Partner / Provider, 2015 (Leadership 500 Excellence Awards)
- Leadership 500 Excellence, 2014 (Leadership 500 Excellence Awards)
- Thought Leader of Distinction in Executive Coaching, 2014 (Association for Corporate Executive Coaching)



| Contact Us

Sloan Group International

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