

B E R T E I G

Real Agility™
Leadership Track

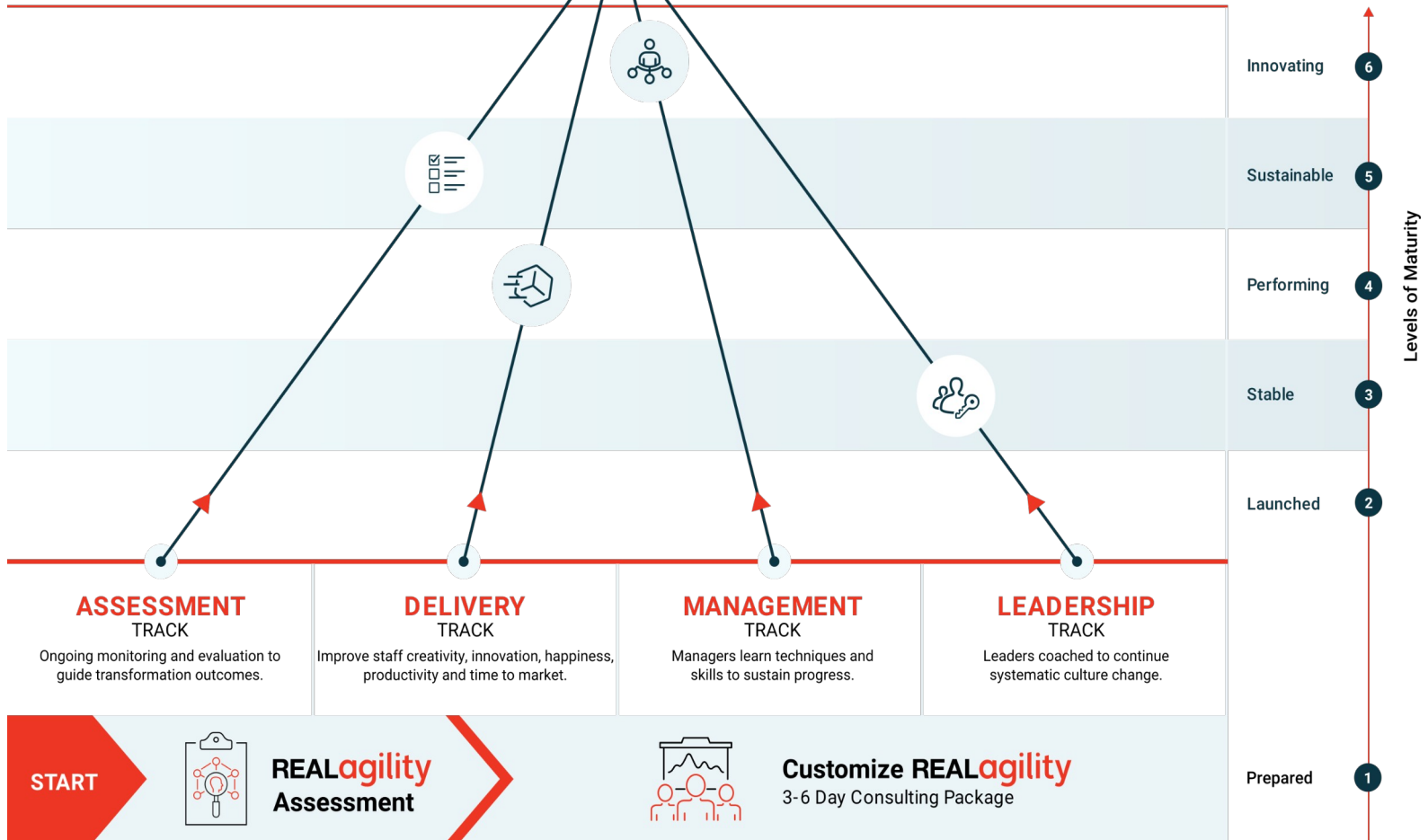


Leadership Track Overview

- The Real Agility™ Leadership Track is a systematic leadership development program for helping organizations do strategic transformations and culture change towards a high level of agility.
- The Leadership Track has been tested and refined since it was first used at AIMIA in 2012.
- The Leadership Track starts with leadership assessment and training and then runs for twelve months with monthly workshops and ongoing 1-on-1 coaching.
- The Leadership Track is part of the larger Real Agility™ Program that also includes the Assessment, Delivery and Management Tracks.

REALagility

- Lasting Change
- Faster Delivery
- Less Waste



Leadership Track Benefits

- Improve organizational agility as measured by:
 - Leadership decision-making speed
 - Improved vision, focus, teamwork, urgency, and improvement culture
- The Leadership Track is essential to create truly transformative results in an organization

The Leadership Track Includes

- Leadership Circle Profile assessment
- Real Agility™ Assessment for organizational agility
- Leadership Agility training
- Monthly leadership workshops
- 1-on-1 leadership coaching sessions

Leadership Circle Profile Assessment

- Independent, statistically significant 360° leadership capabilities assessment
- Private results for each member of the senior leadership team
- Leadership Circle Profile results 90-minute debriefing

Real Agility™ Assessment

- Proprietary survey and expert-system analysis of results
- Organizational culture factors that support agility or hinder agility
- Clear leadership action items identified
- Absolute and percentile scoring on five cultural agility indicators vs. other organizations

Leadership Agility Training

- Intensive leadership mindset reset
- Simulation and practical exercises
- Three days with expert facilitator and leadership agility coach
Mishkin Berteig
- Outcome: clear leadership vision for organizational transformation

Monthly Leadership Workshops

- 12-step training program with each step including:
 - Case study exercise
 - Hyper-focused practical techniques
 - Action items for immediate implementation
- Each workshop is 3 hours in duration

Monthly Leadership Workshops - Topics

- 1) Leadership Agility Mindset
- 2) Urgency, Culture and Change
- 3) Success, Failure and Change
- 4) Change Adoption Curve
- 5) Focus on Planning
- 6) Knowing-Doing Gap
- 7) Enterprise Obstacles
- 8) Scaling / Large Efforts
- 9) Managing Risk
- 10) HR, Finance, Legal Agility
- 11) Leadership Pitfalls
- 12) Integral Leadership Agility

Leadership Track Logistics

- Delivered virtually
- Monthly fixed-price billing
- SLT size: up to 15 people
- SLT member commitment
- Stable team membership

Leadership Track Timeline

- Leadership Circle Profile assessment (1 to 2 weeks)
- Real Agility™ Assessment (2 weeks)
- Leadership Agility Training (3 to 5 weeks' lead time, 3 days)
- Leadership Workshops – Steps 1 to 12 (12 months)
 - 1-on-1 Coaching Support – ongoing

- Elapsed time: 14 months

Leadership Track Pricing and Billing Milestones

- Total price: CA\$240,000 + expenses and applicable taxes
- Billing milestones:
 - Assessment and Training Delivered: CA\$30,000
 - Monthly workshops and coaching: CA\$17,500/month