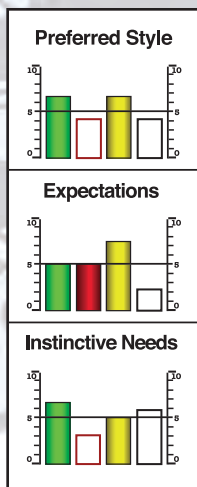




ENERGIZE2LEAD PROFILE™ WORKSHOP

Developing Leaders Who Deliver Results

THE ENERGIZE2LEAD PROFILE™



Our Energize2Lead™ Profile (E2L) is a comprehensive, leadership style assessment that identifies the types of activities that energize a leader, as well as the activities that lead to frustration. As depicted, the survey results unleash the power of the three dimensions of a leader's energy:

(1) Preferred Style of Leading

(2) Socialized Expectations

(3) Instinctive Needs

This unique profile was developed so people can use the insights to become more effective leaders.

How well do you *really* know your team? Great leaders go beyond knowing basic information about their people and dive deeper into truly understanding what gets them engaged. This easy-to-use tool explores the internal energy flow that results in good working relationships.

- ★ Leadership begins not with what you do but who you are. The E2L can help drive that self-awareness.
- ★ When you truly “know yourself and know your people,” you are not doomed to hold onto perceptions and defensive behaviors.
- ★ Using these results, leaders can be more effective and productive and take their organization to new heights.
- ★ Helps individuals more clearly understand what energizes them both professionally and personally.
- ★ Based on research using proven science and technology that helps people manage their complex professional and personal relationships.

Academy Leadership. Developing Leaders that Deliver Results.

ENERGIZE2LEAD PROFILE™ WORKSHOP

Some people enjoy planning and details while others enjoy blue sky thinking and strategy. We all know everyone is different, but knowing their preferred work styles, motivators, and frustrating activities can lead to improved communication and performance breakthroughs. To become more than “the boss”, true leaders discover that they must learn how to lead all of their people, not just those that think and act like them.

The E2L provides leaders robust and abundant information about themselves and their people. It provides data that allows the tailoring of specific program elements to address the organization’s specific needs, and to plan, manage, and execute workplace behavior changes.

THE ENERGIZE2LEAD™ PROFILE (E2L) HALF-DAY TEAM WORKSHOP

Academy Leadership facilitates a three (3) hour Energize2Lead™ Profile Workshop. This dynamic workshop explores the overall science and technology of the assessment, discusses individual results, and concludes by discerning the characteristics and significance of the group dynamics.

Participants will:

- ★ Gain a greater understanding of how they think and act under ideal conditions, as well as when under stressful conditions.
- ★ Have a greater understanding of how they interact with others and the challenges of interacting effectively with different personalities.
- ★ Learn their unique blindsides and how to avoid them.
- ★ Discover how to work together more effectively with others of differing personality and leadership styles.
- ★ Achieve a greater understanding of how their profile impacts team dynamics and the overall effectiveness of the team. Concurrently, E2L strengthens the level of trust among team members.
- ★ Have a sense of enhanced teamwork and connection with the other members of the team.

An E2L Team Sheet summarizing recommended communication approaches and motivational guidelines will be provided to all participants.

Team Leaders will gain valuable insights on:

- ★ How employees’ needs are met in order to “buy into” and understand organizational goals.
- ★ Identifying the most challenging management relationships while providing specific information on how to help an individual grow.
- ★ How to be more effective in identifying appropriate types of feedback.
- ★ The importance of trust in teambuilding by understanding and appreciating differences.
- ★ Identify where diversity in styles is needed, and how to manage those opposing energy forces to succeed.
- ★ What changes in approaches and leadership styles would be advised



Just as people have unique personalities so do families, towns, states, and even countries which are developed over time and expressed by their collective current members. Your team at work has a personality. This unique culture greatly effects communication, motivation, stress, team dynamics, commitment, energy levels, and therefore overall performance.

Knowing what tasks your teammates prefer, how they like to communicate and what frustrates them can lead to significantly improved relationships, team dynamics, and performance.

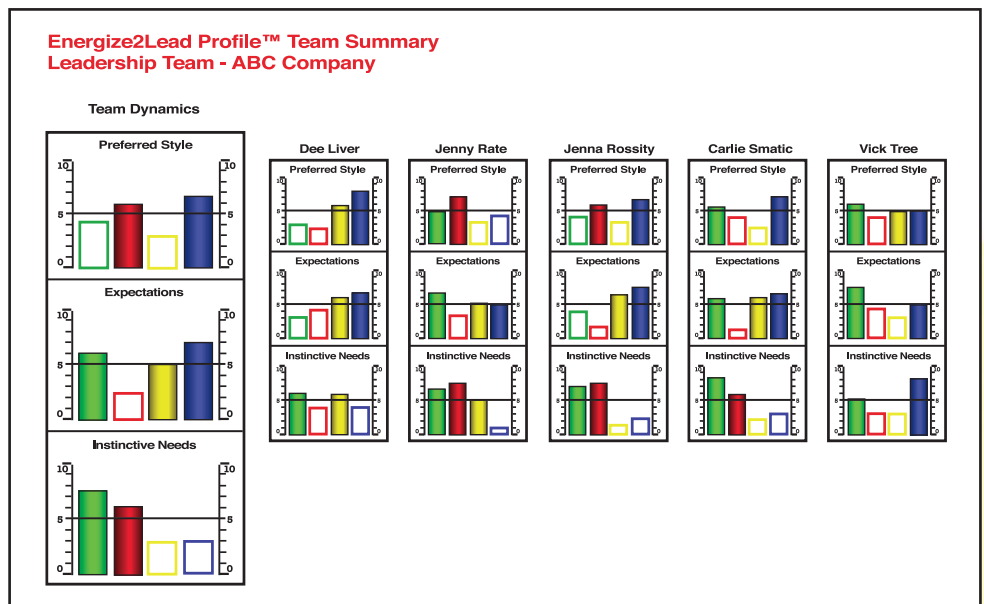
The workshop explores the individual team members' dominant traits in the three E2L dimensions.

1. **Preferred Style** identifies what jobs and activities you find most rewarding
2. **Expectations** formed early in life, represents your socialized expectations- including how you prefer to communicate and what triggers defensive behaviors.
3. **Instinctive Needs** identifies what you need to feel secure and empowered. This includes how you learn, trust and react under pressure.

WORKSHOP RESULTS AND DELIVERABLES

The Energize2Lead™ Profile assessment includes five (5) unique reports:

1. Full report
2. Executive summary
3. Individual key issues page
4. Online audio portion
5. Team Sheet with individual profile summaries and overall group dynamics profile



ENERGIZE2LEAD PROFILE™ WORKSHOP

WHY THE ENERGIZE2LEAD PROFILE™ ASSESSMENT IS UNIQUE

The Energize2Lead Profile™ has three major advantages over other traditional single dimensional profiles by delivering:

1. Sophisticated and in-depth three dimensional profile system
2. Detailed team dynamics report vs. only individual profiles of outdated methods
3. Audio portion that delivers detailed information on the survey results
4. Real world, easy to remember practical advice to improve one's relationships and performance vs. abstract theory and letter codes

Leaders, who know themselves and their team, lead best.



ACADEMY LEADERSHIP

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