

A background illustration of four hikers with backpacks walking away on a dirt path through a mountainous landscape at sunset. The sky is filled with orange and red hues, and several birds are flying. The scene is framed by a dark purple and red gradient overlay.

# LEAD WITH LEVER▲GE

## Management Training

Program Overview

# Maximize Your Investment

Leader & manager effectiveness is the top priority of most HR leaders and CEOs. People managers rarely have opportunities to hone their skills. Increases in remote and asynchronous work only raise the stakes.

Our Lead with Leverage training program helps managers discover superpowers, synthesize corporate objectives into a unit plan & goals, and gives them the skills to lead teams through anything.

***Today's work environment requires leaders to be more authentic, empathetic, and adaptive.***

**Gartner's HR Top Priorities 2023 Report**

***Only 37% of middle managers received managerial training when they were hired or promoted to their role.***

**Capterra's 2023 Middle Manager Survey**

***82% of HR leaders agree that managers are not equipped to lead change.***

**Gartner's 2023 HR Leaders Survey**

***Just 20% of managers strongly agree that their company helps them be successful people managers.***

**McKinsey & Company Research**



# Lead with Leverage™

In Lead with Leverage, leaders participate in a series of four sessions (~4 hours each) every two weeks. Each session builds on the last - with participants completing projects in between - ensuring they finish the program with all they need to confidently lead a team built on trust and accountability. Delivery formats (in-person and/or virtual) and session schedules can be customized to your pace and calendar.

## Lead With Leverage Is Delivered in Four Installments:

1

### LEAD YOURSELF

Enhance personal growth through heightened self-awareness, value exploration, and proactive engagement in feedforward practices.

2

### LEAD OTHERS

Achieve leadership success by mastering effective management, coaching, and delegation, fostering individual development plans, and conducting impactful one-on-one meetings.

3

### LEAD THE WORK

Achieve business success by formulating a comprehensive business plan, pinpointing relevant metrics, and implementing effective performance management strategies.

4

### LEAD THE TEAM

Optimize your team, foster innovation, and ensure alignment through dynamic meetings, culminating in strategic leadership application in the “Lead with Leverage” capstone for peak team performance.

# Program Comparisons

Our team has been certified in, delivered, and developed several leadership training programs. Many team members have led in corporate settings in key management and C-suite positions. We've also researched over 30 leadership programs from some of the most prestigious institutions. The end result is a leadership training program that standardizes the right behaviors to increase the velocity of good decision-making and align teams better than ever.

OTHER PROGRAMS	LEAD WITH LEVERAGE™
2-hours to 12-months in length	Customize deployment based on your business plan
Lacks customization (e.g., MVV or meeting cadences)	Integrate your MVV and leadership expectations
No context for the company stage, industry, or problem space	Learn with contextually specific scenarios with pre and post-assessments to show the impact
Heavy on self-paced training	Virtual and in-person delivery options with 1:1 private sessions
Little to no emphasis on the individual needs	Fully integrates with your choice of behavioral assessment and performance management tools
One-size-fits-all	Tailored to the individual learner and team

# Lead with Leverage Outcomes

Lead with Leverage is great for training your leadership team or for cohorts of new and emerging leaders.

## Leaders Will Come Away with These Learnings:

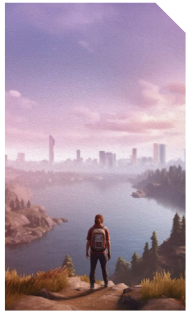
1. Understanding personal behavioral drives, values, and leadership style
2. Mapping corporate mission, visions, and values to your team charter
3. Drafting a team plan, organization design, and project roadmap
4. Setting meetings, calendars, objectives, and task delegation
5. Coaching, mentorship, delivering, and receiving feedback
6. Shaping career and personal development programs

## Lead with Leverage Sample Session Outline

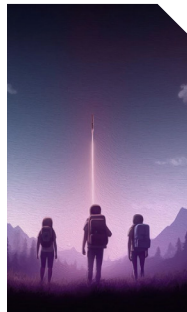


# Find Your Leverage

Lead with Leverage is developed and delivered by Lever Talent, Inc - the talent strategy agency. We help businesses deploy technology-enabled talent strategies that empower leaders to find leverage in themselves and their teams to spur growth in any market.



**\$8.6B**  
Current  
Clients'  
Annual  
Revenue



**300+**  
Clients  
Served



**75**  
NPS

## Hire Lever Talent to help with:

- Mission, Vision, Values Transformation
- Hiring Process & Strategy
- Employee Engagement Campaigns
- Management Training
- Leadership Coaching
- HR Tech Stack Advisory, Sales & Service



**Drew Fortin**  
Founder & CEO  
Lever Talent, Inc.



**Meg Patel, Ed.D.**  
Head of Professional Services  
Lever Talent, Inc.

**Let's chat.  
Book a call.**

