

The Leadership Acceleration Process

70/20/10 Learning Approach



<p>In-Depth Leadership Assessments</p> <p>75+ page report</p> <p>Debrief with certified advisor</p> <p>Action plan created</p>	<p>Focus on Key Leadership Practices</p> <p>Fast paced, interactive session</p> <p>Learn processes and techniques to accelerate the performance of your direct reports</p> <p>Apply immediately</p>	<p>Implement Leadership Practices</p> <p>Experiment with leadership style</p> <p>Understand how to implement key practices into work environment</p> <p>Create development plan</p>	<p>Meet one-on-one with Advisor</p> <p>Finalize development plan</p> <p>Understand the level of success of implementing each of the key practices</p> <p>Provide resources</p> <p>Participate in role play</p>	<p>Reinforce learning in areas that need further focus</p> <p>Customize to Development Session</p> <p>Explore situational role plays</p>	<p>Refine and implement Leadership Practices</p> <p>Execute against development plan</p> <p>Seek feedback from observers</p>	<p>Meet one-on-one with Advisor</p> <p>Final focus geared to solidify leadership practices</p> <p>What's working</p> <p>Check-in</p> <p>Accountable for future success</p>
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The Power is in the Process • The Magic is in the Tools

The Select Advantage™ Process



Define		Screen		Analyze		Accelerate	
Activity	Details	Activity	Details	Activity	Details	Activity	Details
Job Activities & Define Scorecard	<ul style="list-style-type: none"> Accountabilities Priorities Time allocations Success factors 	Source & Review	<ul style="list-style-type: none"> Network Post online Review resumes 	Assess Soft Skills	<ul style="list-style-type: none"> Behaviors Culture fit Personal skills Critical Thinking 	On-boarding – Hiring Manager Debrief	<ul style="list-style-type: none"> Leadership assessment Results debrief Leadership coaching
Create Avatar	<ul style="list-style-type: none"> Behaviors Culture fit Personal skills 	Phone Screen	<ul style="list-style-type: none"> Confirm resume and job requirements Discuss salary Ask job-specific questions 	Compare	<ul style="list-style-type: none"> Candidate match to Avatar Identify additional areas to probe Determine candidate direction 	On-boarding – New Hire Debrief	<ul style="list-style-type: none"> Profile debrief Compare job to profile Individual coaching
Clarify Requirements	<ul style="list-style-type: none"> Experience Skills Education Salary 	Core Values Email Screen	<ul style="list-style-type: none"> Gauge responsiveness & follow-through Evaluate writing abilities Consider core value alignment 	Performance Checks	<ul style="list-style-type: none"> Focused, behavior-based questions Probe job fit gaps Understand leadership needs 	On-boarding – Joint Debrief & Scorecard Review	<ul style="list-style-type: none"> Review profiles comparison report Review scorecard
		First Interview	<ul style="list-style-type: none"> Ask behavior-based, job-related questions Probe work history Determine job fit 	Additional interviews	<ul style="list-style-type: none"> Focused, behavior-based questions Probe job fit gaps Follow up on performance check insights 		

*I finally realized, after working with The Metiss Group and following the selection process, that **hiring really doesn't have to be a crap shoot.***

– Ivan Brillhart, General Manager, Delaco Kastle Processing

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