

# Leadership & Team Development Solutions

**Awareness. Communication. Collaboration.**

INVEST IN YOUR PEOPLE TODAY TO  
SECURE HIGH PERFORMANCE TOMORROW

PRESENTED BY: DR WILL RAMEY - SHARED LEADERSHIP LLC

# **Are you looking for:**

- **An inclusive engaging approach to team building workshops**
- **Research based solutions to strengthen team dynamics**
- **Follow-on coaching to sustain positive change**
- **An energetic and educating speaker for an event**

# Challenges you might be facing...

- **Attrition**

- **Reports show that attrition is continuously linked to poor team leadership**

- **Engagement within & between teams**

- **A Harvard Business Review report found employees are willing to sacrifice \$\$ for meaningful work**

- **Development of your future leaders**

- **Succession and development plans are top priorities amongst CEOs**

# **Focus Areas for your Teams...**

- **Identifying Strengths and Challenges**
- **Building a Shared Vision**
- **Integrating New Team Members**
- **Problem-Solving and Decision-Making**
- **Team Building and Communication**
- **Leadership Development**
- **Surfacing Hidden Challenges**

# **How Shared Leadership, LLC can help...**

- Work together to identify specific needs for your continued leader & team growth**
- Design interactive engaging workshop style programs to close the gaps**
- Provide follow-up after action review group coaching to add accountability for progress**

# WHY INVEST IN YOUR LEADERS

**86%**

**of workers listed relationships with management as a top driver of job satisfaction (McKinsey)**

**75%**

**of employees who voluntarily leave, quit their bosses not their job (Roger Herman)**

**Best Practice**

**Continuously investing in employees' development and providing meaningful work is key to retention and performance (Robert Half)**

# WHAT MAKES THIS WORK

**Programs are designed with  
evidence-based approaches  
backed by research**

- **Learning is done through engaging activities proven to increase retention**
- **The short burst + follow-on coaching approach increases turning learned skills into sustained behavior**
- **Addressing mindset and behavioral habits is just as important for results as technical skills**

# PROGRAM OVERVIEW



**Programs are based on:**

- **Human Behavior**
- **Experiential Learning**
- **Current Leadership & Team Research**

**Program Delivery focuses on:**

- **Creating knowledge via experiences**
- **Reflection and discussion w/ actionable takeaways**
- **Follow-on coaching to sustain transformational behaviors**



# **SAMPLE PROGRAM DELIVERY**

**Leadership and Team Development Programs that provide impact while having fun**

**Workshops are designed to be delivered in two-month engagement cycles**



**Workshops are delivered in a high impact 3-4 hour block in month one**



**Month two is a follow-on round table coaching to turn what was learned into habit**

**\*Individual one to one coaching sessions are also available. This add-on allows a deep dive into self-awareness and professional growth\***

# Experiential Activities

- Lego<sup>®</sup> Serious Play<sup>®</sup>
- Training Games
- Case Studies



# **WHY EXPERIENTIAL LEARNING WORKS**

## **LEGO® Serious Play® and Training Games**

**Research shows that these activities use a hands-on, minds-on methodology to increase team engagement through story-telling. The process ensures on-going communication and focus in the activity. This allows for deeper conversations and learning.**

**This approach gets everyone involved and creates a climate of structured play that has meaning. Participants gain a deeper understanding, sharpened insights, and develop strong bonds.**

**Sessions have a fun and innovative element to them and evokes rich stories to build an atmosphere of trust. Participants use three-dimensional thinking by creating and constructing metaphors and experiences designed to help describe real situations your team faces.**

# **SAMPLE WORKSHOP TOPICS**

## **Breaking through Silos**

**Overcome barriers to collaboration, strengthen inclusive relationships and lead from a position of informal authority**

## **Trust and Communication**

**Understand the impact of mutual support and communication when working as a team towards a collective purpose**

## **Team Empowerment**

**Explore the elements of team empowerment and sharing power and influence within your team as you build higher levels of ownership and performance.**

- The possibilities are endless. We work together to design workshops specifically to target your team dynamic needs.**

# LEADERSHIP & PERFORMANCE COACHING PROGRAMS

## Three Month Sprint

**The three-month coaching package includes three, one hour, one on one coaching sessions, between session engagement activities to reinforce learning and support you in achieving your goals, email access to me between sessions and one 30-minute wrap up session to celebrate your accomplishments and identify your next set of objectives.**

## Six Month Transformation

**The six-month coaching package includes six, one hour, one on one coaching sessions, between session engagement activities to reinforce learning and support you in achieving your goals, email access to me between sessions, and one 30-minute wrap up session to celebrate your accomplishments and identify your next set of objectives.**

# OUR APPROACH

## Trust and Connection

**We create a psychologically safe environment for candid conversations**

## Results through Personal Growth

**We bring out results achieved through behavior-based action plans**

## Tailored Programs

**We offer flexible tailored programs based on your specific needs**

## Champion for your Success

**We are proud to serve and provide solutions to help you reach your full potential. We help bring out the best in you to achieve your goals.**

# LET'S GET STARTED!

- Review the program approach
- Review the coaching programs
- Schedule an exploration call

## CONTACT:

**Dr. Will Ramey, Founder - Shared Leadership**

**wbramey03@gmail.com**

**<https://www.linkedin.com/in/drwilliamramey/>**