



*2019 Workshop*

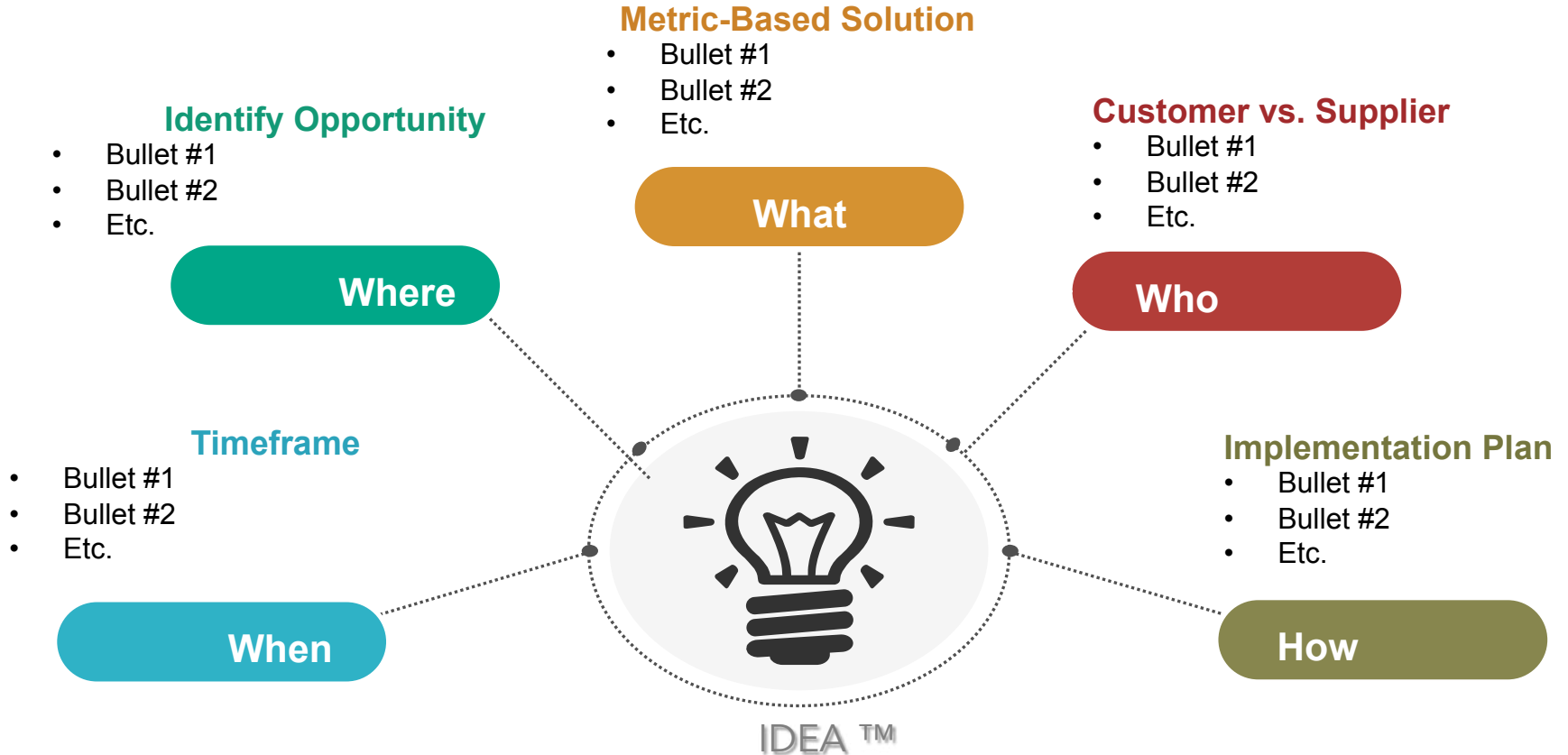
**Unlocking the ROI of Executive Education**

July 17-18, 2019

# Problem Summary:

Team Name: Union County

- Disjointed culture and alignment
- Need for accelerated development and retention
- Lack of knowledge transfer
- Front-line supervisors have not addressed key motivators for retention



## ***Client Focused Solution***

- Assessment of culture with development of common language (Organizational Cultural Assessment)
- Assessment of top motivators for high-performers
- Knowledge transfer throughout management levels
- Blended learning model for leadership development

## ***Implementation Plan***

- Blended program
- 1 day with top-level to determine leading principles, commitments, vision statement, obstacles, current state and future state
- Front-line supervisor session mirroring mid-upper level sessions
- Multi-module sessions with mid-upper level including:
  - In-person learning, Action learning project (choosing own project to stimulate executive-level thinking) to be presented to senior group
  - Coaching/mentor piece (to be co-created with client)
  - Stretch assignments

## ***Unlocking ROI – Metrics***

- At 6-month mark:
  - Seeing movement on engagement and motivator survey
  - Assessment of action learning project
  - Compilation of stories (is there a common language among all levels?)
- At 12-month mark, movement on retention of high-performers

