

The Total Leader Process[®]

**"Developing Leaders and Organizations
to Their Full Potential!"**

**Leadership Management International
Inc.**



By Jonah Erbe

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The Total Leader[®] Concept

What is the Total Leader[®] Concept?

For organizations to succeed in the 21st century, they must develop leaders throughout the entire organization. Leadership is no longer a position or a title, but rather a process that every person at every level must practice.

For leadership development to be effective, it must use a complete, integrated, total leadership development process. Leadership development is not an event, a project, or a program. Truly effective leadership development is a continuous, ongoing process.



The best leaders - Total Leaders - excel at all facets of leadership.



\$420,000

Companies with 100 employees reported an average loss of \$420,000 per year because of poor communication.

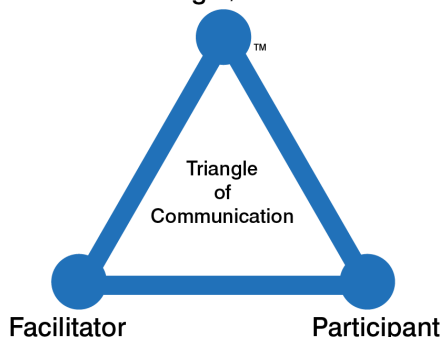
The Triangle of Communication

To overcome the communication issue facing many companies we use the Triangle of Communication throughout The Total Leader® Process.

The Triangle of Communication involves key individuals in the process weekly, over the entire series of the conferences. This process maintains open communication and enhances the results of the program.



Manager/Mentor



Throughout the entirety of The Total Leader® Process, the participant will frequently meet with his/her supervisor and the LMI program facilitator. This process allows open dialogue to take place consistently.

During these meetings, goals, challenges, victories, and results can be openly discussed. Through the Triangle of Communication, conversations are started that develop a stronger connection among coworkers.

Don't let your company fall victim to the plague of poor communication.

Total Leader Programs



Personal Productivity

- Evaluate their attitude and make productive behavioral changes
- Proactively develop goals versus reactively dealing with crisis
- Set goals and achieve results
- Increase productivity by determining priorities
- Communicate more effectively
- Deal with interruptions
- Become a team player
- Thrive in a learning environment



Personal Leadership

- Realize personal leadership potential by building upon strengths and improving self image
- Make more successful choices by overcoming past conditioning
- Increase self-motivation by altering attitudes, behaviors and habits
- Develop a written and specific Plan of Action for success
- Develop Life Balance



Motivational Leadership

- Understand what it takes to become an effective motivational leader
- Develop and communicate a vision for the future
- Create winning teams that can evolve with the business world
- Promote growth and advancement
- Establish an organization of leaders



Strategic Leadership

- Clarify your strategic purpose (why you exist)
- Complete a comprehensive strategic assessment (where you stand now)
- Create your strategic development (where you want to go)
- Implement your strategic execution (make it happen)



Effective Personal Productivity

Personal Productivity is the foundation of all effective leadership and a basic aspect of human nature, yet many people lack the direction they need to achieve their desired results.

A black circle containing the white text "70%".

About 70 percent of U.S. workers are disengaged from their workday



The average employee wastes two full work days per month on social media and other internet distractions



Actively disengaged employees cost the U.S. \$450 to \$550 billion per year in lost productivity

Personal productivity is the foundation of all effective leadership. Personal productivity is the ability to manage yourself, manage your time, and manage your priorities to operate at maximum performance. It is only when you can optimize your own performance that you are truly able to increase the performance of others.

What would it mean for your company if all of its employees worked to their maximum potential?



Effective Personal Leadership

Personal Leadership is the core of an individual's character. It's a quality that is exemplified when a person represents an organization in the outside world or interacts with others in the organization. Personal motivation and self-image are key to how one performs, responds, and leads.



4.2x

Organizations that extend development of high-potential talent below senior levels are 4.2x more likely to financially outperform those that don't.

Offices with personally motivated and engaged employees tend to perform 43% more productively than before



43%



3.6x

Employees whose managers involve them in goal setting are 3.6x more likely than their counterparts to be engaged at work.

Personal leadership means becoming a Total Person. A Total Person is one who is growing, setting goals, and developing in all six areas of life, including **Family/Home, Financial/Career, Mental, Physical, Social, and Spiritual and Ethical.**



Effective Motivational Leadership

Motivational Leadership is the ability to lead and motivate others; unfortunately, many people lack the necessary traits to execute these skills.

A survey conducted by Sarah Payne, managing editor at Globoforce, found that 93% of managers need training on coaching employees. However, according to Chief Learning Officer Media, the majority of organizations (68%) spend less than \$4,000 per year per person on leadership development.

63% Millennials feel their leadership skills are not being fully developed by their employers

56% Organizations are not ready to meet leadership needs

In today's fast-paced job market, high-quality motivational leadership can be a deciding factor in whether top employees stay with the company long-term. With the average cost of replacing an employee being 6-9 months of salary, the cost of poor leadership is simply unacceptable.

Through Effective Motivational Leadership, skills can be developed that help close the leadership gap.

Too many organizations rely on the same leadership that has been in charge for years with no recognition that 10,000 Baby Boomers are retiring every day. While organizations continue to rely on these leaders, they should be aggressively training upcoming talent on how to lead the company into the future.

32% Organization's voluntary turnover can be avoided through better leadership skills



EFFECTIVE STRATEGIC LEADERSHIP

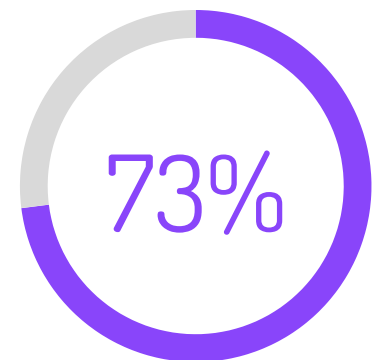
Strategic Leadership is the ability to define and develop the purpose of the organization, determine its key strategies, select the right people for the right roles, and oversee the processes required to achieve success. This program assists in the implementation efforts of a company's strategic strategy, mission, and values.



59% of employees do not know what their company stands for



Workers who are mission-driven have a 54% higher likelihood of staying at a company for more than 5 years



73% of employees who work for a purpose-driven company are engaged

147%

Companies with an average of 9.3 engaged employees for every actively disengaged employee experienced 147% higher EPS (Earnings Per Share) compared to their competition

WHAT CAN LMI DO FOR YOU?

What Defines A Dynamic Leader?

Dynamic leaders excel in people skills and the ability to create a motivational environment. They focus on their vision for their organization, clearly communicating defined goals to the people within that organization. They value their employees and customers and genuinely listen to them. Effective leaders are organized and focused and always keep their commitments.

Companies worldwide are filled with average producers. You may wonder how you can turn those people into effective leaders.

People might already know what changes need to be made in their organization or even in their own personal life. But like all leaders, they need a process to facilitate those changes. That's where LMI excels. LMI has developed a truly unique process that magnifies potential and builds leadership capability. LMI does not just present the program and walk away; over the course of several weeks, LMI coaches, facilitates and guides people through every step of the process. Throughout that time, LMI gives people the attention they deserve, focusing on what's important to them and empowering them to get the long-lasting results they need to be successful.

The message is clear! To compete in today's fast-paced, streamlined global market, companies must implement dramatic changes. They can accelerate the development of their people or face the possibilities of being left behind. LMI's process develops leaders who want to fulfill their potential.

The LMI Process

Spaced Repetition



Conditioning



Attitude/Habit of Thought



Behavior/Actions



Results



Success