

TRIWISE SOLUTIONS, INC. EXPECT GREATNESS



Expect Greatness™ is a Leadership and Professional development program that helps you grow your business by attracting, developing, engaging and retaining incredible employees.

According to The Harvard Business Review article, "What Really Works," a study of 200 well established leadership practices as employed over a ten-year period by 160 companies found that *"the winners achieve deep bench strength. It's cheaper and more reliable to develop superstars than to buy them. They create top-of-the-line training programs to hold onto talented employees and develop more."*

Who is this designed for?

After you hire top talent, we help you reduce turnover, maximize your hiring investment, and develop your future leaders from the moment they walk through your doors!!!

Expect Greatness™ is designed to help companies improve their cost-of-hiring "return on investment" immediately, increase their overall retention in the mid-term, and develop longterm bench strength to fill more leadership positions internally by equipping employees with strong sales, service, and leadership tools from Day 1.

How does Expect Greatness™ work?

The Triwise Solutions, Inc team will tailor an **Expect Greatness™** program designed to seamlessly integrate with your current onboarding and development programs, delivering maximum impact and equipping your people with a boatload of 'do-it-now' tools.

Expect Greatness™ provides your people with what they need to know - and do - in order to jumpstart their leadership, influence, and relationship-building capacities. The program builds meaningful, lasting skills to enhance their professional effectiveness.

What topics does Expect Greatness™ include?

Expect Greatness™ zeros in on five key areas:

- **Self-management** (define self and work; accountability; personal growth strategy)
- **Team Building** (truth, trust, and the bottom line; impact of trust on team effectiveness)
- **Attitudes** (linking attitudes, behaviors, and job performance; professionalism; respect)
- **Relationships** (influence with integrity; communicating well; leading from the front)
- **Servant Leader Mindset** (serving others; maximizing your ideas, your value, and your self)

EXPECT GREATNESS

Expect Greatness™ delivers an immediate and lasting positive impact on your employee success rate. Here's where the program fits into what you're already doing:



Personnel Dynamics, Inc. research indicates that the actual bottom-line cost of employee turnover is between 33% and 250% of an employee's annual pay.

How is the Expect Greatness™ program different?

Our proprietary development system is differentiated in a number of ways:

- Tested and refined with successful businesspeople
- Proven to develop high levels of personal leadership and organizational innovation
- Develops behavior changes that are sustained over time
- Focused on delivering increased value across all areas of your organization
- All live seminars are fully interactive, experiential, and hands-on
- Each program is tailored to seamlessly integrate with your own culture, values, mission, vision, and language. *WE DO THIS WITH YOU...NOT TO YOU!!!!*

According to a 3-year ASTD research study with 575 publicly held companies, those that invested an average of \$2,895 more per employee in training also experienced 24% higher gross profit margins, 218% higher income per employee and 26% higher price-to-book ratios.

Sample Course Content

A typical 6 month Expect Greatness™ program might include the following topics:

Kickoff Seminar/Month 1 Self-management: Delivering Business Value on Day 1; Increasing your influence; Accountability; Alignment, Passion, and Performance
Month 2 Trust Building: Four Team Resources (Time, Money, Information, Relationships); Strengthening vs. Weakening Behaviors; Trust, Enjoyment, and Meaning
Month 3 Attitude: Risk, Failure, Adaptation, and Learning; Maintaining Your Edge for Both the Marathon and the Sprint; Creating Your "No One Way" Zone; In Positive Charge
Month 4 Relationships: Getting Things Done in 3-D (Up, Down, and Sideways); Strategic and Tactical Collaboration and Delegation; Influence with Integrity
Month 5: Sales and Service Mindset: We Don't Eat If We Don't Sell; The Awesome (Selfish) Power of Serving Others; Selling Your Ideas, Initiatives, and Innovations
Closing Seminar/Month 6 Balance: Self-Management, Self-Acceleration, Self-Measurement; C4: Integrating Your Character, Commitment, Courage, Choice

We ALWAYS tailor the content, discussions, tools, and exercises to focus on your most important business challenges and priorities. No theory. No Smoke and Mirrors.

REAL, RELEVANT RESULTS and plenty of practical breakthroughs so your people always Expect Greatness for themselves and the team!

Contact John Hawkins at 386.243.9329 to learn more about bringing Expect Greatness™ to your company.