

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.