

Presenting Shockingly Different Leadership's:

# HIGH VISIBILITY PROGRAM (HVP)

A leadership experience which transforms **talented professionals** into **innovative powerhouses** who deliver **E.P.I.C.** results!



**WE**  
**LISTEN**  
**INSPIRE**  
**PROVIDE**  
**FACILITATE**  
**ENCOURAGE.**  
**YOU SUCCEED.**

Need to validate the viability of top employee talent before considering them for a larger role?

Need to your star leaders to better leverage their unique skills and talents in a manner that catapults job performance & business metrics?

Our **High Visibility Program** delivers detailed data, insights, and advice on the readiness of your top talent for roles of broader scope and responsibility.



SHOCKINGLY  
DIFFERENT LEADERSHIP

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**WE  
GUIDE  
MENTOR  
EMPOWER  
ADVOCATE.  
YOU THRIVE.**

For organizations, **proving** leadership capability is hard.

For your top employees, maintaining the courageous agility to take action and stay the course is hard.

**You know. We know.**

Our **High Visibility Program (HVP)** is a real-world, interactive leadership lab which delivers detailed data, insights, and advice on the readiness of your top talent for roles of broader scope and responsibility.

#### **About HVP:**

You need to know more about your slate of high performing leaders, and they need more exposure to critical experiences and stakeholders which will motivate them to unleash that underused potential. Our High Visibility Program provides a comprehensive approach to determining the true strength of your leadership bench. Your participants will be challenged to demonstrate their capabilities and potential in a way that both excites them and delights the company. At the end of the program, you will possess invaluable data to assist in your talent management and succession planning efforts. Our proprietary approach and our experience in developing high potential/high performing talent in the world's most complex organizations enables us to provide the spark for ultra-achievement found nowhere else.

#### **About the Process:**

Our consultants partner with you to thoroughly connect the critical success factors of your talent development strategy to the design of your High Visibility Program. We use our proprietary analytical processes to create the most accurate and actionable recommendations to customize the design of your HVP to best fit your needs and align to support your overall corporate strategy and business metrics.

Once we infuse your customizations into our program and you give your stamp of approval, we “plug and play” into your current rhythm of the business. And we don't leave you hanging to do the day-to-day program management work. Our team will take the lead to execute it – freeing your internal resources to focus on other priorities.

#### **Learning Outcomes: Participants . . . . .**

- ◆ gain increased knowledge on how to use their unique talents and expertise in the way that both they and their organization value most
- ◆ are better equipped to identify subtle trends and “peek around corners” to find business improvement opportunities that others may have missed
- ◆ are better equipped to execute through obstacles and ambiguity
- ◆ gain increased capability of the leadership competency– Impact & Influence

#### **Anticipated Results:**

- ◆ Scaled-up capability of individuals and realizing untapped potential
- ◆ Increased motivation to drive for a higher bar of results
- ◆ Increased visibility of senior leaders to their top talent (and vice versa)
- ◆ Cut leadership learning curve in half
- ◆ Increased leadership bench strength and number of “ready-now” leaders

**WE UNLEASH LEADERSHIP CAPABILITY!**



# HIGH VISIBILITY PROGRAM OVERVIEW



- Confirm critical success factors
- Gather data on priorities
- Program design customization
- Gain buy-in of senior leadership
- Confirm cost and length of HVP

- Review of HVP participants
- Identification of visibility opportunities
- Identification of key stakeholders
- Establish calendar of activities
- Implement pre-communications launch

- HVP participant orientation
- Key stakeholder briefing
- Execution of calendar of activities (leadership labs, visibility events, etc.)
- Optional add-on options (included but not limited to):
  - \* EQ assessment & debrief
  - \* Coaching
  - \* Career Advisory Board-CAB

- Produce final evaluation reports
- Review program metrics
- Discuss next steps

## LEADERSHIP LABS

### DISCOVER YOUR EDGE

**Concept Overview + Personal Insights**

#### Unique Advantages Explored:

- Expertise
- Ideology
- Influence Style
- The "Why"

Prepare to Influence

This lively, interactive lab will explore:

- ◆ how the power of differentiation runs today's world: what it is, how to achieve it, and what to do to sustain it.
- ◆ how to use **your** differentiating edge and the 4 steps of the **E.P.I.C. Method** [Establish Relevance, Position Possibilities, Implement Disruption, & Confirm "the Next"] to accelerate greater impact and influence, by making peers and competitors irrelevant.
- ◆ an **assessment**, which will give insights on your **most powerful abilities to impact and influence** via your natural communication advantages.

### UNLEASH YOUR EDGE

**Strategic Execution of Micro-Impact Projects**

#### Competencies Developed:

- Intellectual Horsepower
- Strategic Decision-making
- Intrapreneurship
- Drive For Results

Plan & Execute

A fun, high velocity leadership lab where participants practice using their abilities to impact and influence by **developing cutting-edge leadership strategies, designed to be executed in days or weeks**—not years.

Participants will be separated into small teams, who will vet and attempt to solve either company-provided or individual challenges. They will be required to explore multiple possibilities, expand and refine ideas, and finally select 3-5 strategies that have the most potential to impact your organization and/or their goals.

### THE E. P. I. C. EXPERIENCE

#### Competencies Developed:

- Stakeholder Savvy
- Executive Presence
- Courageous Agility

Evangelize

Participants will enjoy a dynamic adventure which builds their executive presence muscles, as they present and defend their out-of-the box ideas to a leadership panel.

Think of **"The E.P.I.C. Experience"** as a unique combination of >>the focused execution of the tv show **"The Apprentice"**, >>the time-bound presentation of **TED talks** – all wrapped up with . . . >>the analysis of concepts of the tv show **"Shark Tank"**.

This experience is a highly requested favorite!  
**Definitely, a must-see experience!**

## ADDITIONAL EXPERIENCES

We will define these together. A few examples to consider:

- ◆ Senior leadership staff meetings
- ◆ CXO briefings
- ◆ Skip-level 1-on-1's
- ◆ Specially designed networking events
- ◆ External mentors
- ◆ Job shadowing/rotations
- ◆ Involvement with charities

## Recent HVP Clients:

A sample of our HVP clients include:

- A \$6B communications company whose industry was being disrupted and who wanted better insight which rising leaders would be best to keep them competitive.
- A \$25B technology company who wanted to understand why investments in their top leadership talent were not delivering the desired business impact.
- A \$34B manufacturing company that needed to accelerate their senior leaders' visibility to cross-organizational talent for future leadership rotation opportunities.

## Working With Us:

Our consultancy partners with you to provide development programs and best practice resources for high performing professionals who strive to be ultra-achievers in the workforce. In organizations, this population is frequently labeled as "high potential", "top talent", "key talent", and/or "promotion-ready" – those in the quest to demonstrate their acumen, potential and readiness for roles of larger scope and responsibility.

We're a nimble, focused, and feisty group of leadership transformation innovators who raise the bar of performance and motivate teams to deliver more innovation and impact than ever thought possible. We understand that you need relevant solutions that truly work. And you need them to be practical and have immediate impact.

## To Learn More:

We would be pleased to discuss how to bring the High Visibility Program to your organization and describe how it can accelerate deeper insights on the realistic capability of your top talent. Contact us today at [service@shockinglydifferent.com](mailto:service@shockinglydifferent.com) or 770-384-1103.

### CONTACT:

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