



LEADERSHIP ACADEMY

— INNOVATIVE LEADERSHIP DEVELOPMENT —



LEADERSHIP

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A leader is one who knows the way, goes the way, and shows the way. — John Maxwell

Strong leadership is essential to business success. Whether based on empirical evidence or anecdotal stories about how strong leadership guides organizational growth and sustained results, it would be difficult to argue against the positive and impact of effective leadership.



In order to thrive in today's highly competitive economy, successful organizations need strong leadership — not just within executive positions but also at key levels throughout

“Leadership is lifting a person’s vision to high sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations”

— Peter Drucker

the organization. Authentic leaders possess both the vision to see what needs to be done as well as the ability to influence and energize people to perform with excellence in achieving that vision. With strong leaders in place at all levels, organizations are better able to realize substantial and sustained business success.

Authentic leadership aligns your organization's strategic vision, values, and objectives with the key elements of high-level productivity: commitment, engagement, and continuous improvement.

ARE WE IN THE MIDST OF A LEADERSHIP CRISIS IN THE WORKPLACE?

Even though strong leadership is essential to sustained success, identifying people with leadership potential and then developing that talent is never easy. In a March 2014 report by Deloitte on Global Human Capital Trends, a staggering **86%** of business and human resources leaders identified leadership development as the most important and urgent challenge facing organizations.

As a result, organizations must strive to recruit, hire, and retain top leadership talent at all levels. Most importantly, it is essential that organization continue to enhance their existing talent pool, introduce new leadership skills at levels throughout the organization, reinforce existing competencies, and increase the organization's bench strength.



THE LEADERSHIP ACADEMY

In response to the leadership challenge, we established The Leadership Academy — dedicated to improving workplace quality and engagement through innovative leadership development. This dynamic framework presents a unique approach to advanced skills training and development, focusing on enhancing workplace collaboration, teamwork, and strategic vision.



KEY REASONS WHY THE LEADERSHIP ACADEMY IS UNIQUELY EFFECTIVE & POWERFUL

PHASE-IV STRATEGY



Our unique **Phase-IV Strategy** for effective program design, delivery, and follow-through

COMPETENCY-BASED ASSESSMENT PROCESS



We have developed a proven competency-based assessment process to identify essential “skill gaps” based on the 12 Essential Leadership Skills

DYNAMIC DELIVERY POINTS



Every program incorporates “**Dynamic Delivery Points**” designed to maximize the learning experience and enhance leadership behaviors

R² METHODOLOGY



Our exclusive **R² —Rhythm Reinforcement Methodology** is designed to maximize content relevance and retention

ON-SITE IMPLEMENTATION



Through collaborative outsourcing and client-directed program delivery, The Leadership Academy provides maximum impact with minimal disruption

FACILITATOR “CRED-EX”



Our facilitators have “**Cred-Ex**” — substantial credentials and expertise in leadership development and employee relations consulting, conducting hundreds of programs for workplace leaders across the country





Sheri Stolp is a published author, speaker, coach, trainer, and founder of The Stolp Group, Inc. Encompassing 20+ years of VP and Director Level HR experience within various Fortune 500 organizations, Sheri can best be described as a skillful and creative business partner, focused on providing customized solutions that help organizations improve their bottom line.

Sheri's consulting strategies center around customized leadership training, climate assessments, managerial coaching, leadership development solutions and HR department auditing.

Sheri's credentials include earning a Masters in Business Administration (MBA) from Cardinal Stritch University, as well as a Bachelors in Business Administration (BBA) from the University of Wisconsin-Milwaukee. In addition, Sheri is an adjunct professor for CSU's MBA program where she facilitates coursework in HR and Business Ethics.

The Stolp Group has been featured in Forbes's Magazine, Minnesota Business, The Business Journal and Upsize Minnesota. Sheri also regularly provides commentary on HR issues for national publications including MSN Careers, CareerDiva and MSNBC.com.

She is a member of SHRM and HRP, and is HR certified through HRCI. Sheri is also a certified administrator for DDI, Lominger and Achieve Global and presents at various conferences and seminars throughout the U.S.



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John Bowen, J.D., SPHR, is a management labor attorney dedicated to providing creative and proactive solutions to labor relations, human resources, and employment law challenges. John F. Bowen, LTD is focused in three primary areas: (1) labor law — including collective bargaining and contract administration, grievance arbitration, strike planning, developing union avoidance strategies and managing employer campaigns in NLRB elections, and general labor law compliance.; (2) human resources consulting — advising employers with regard to discrimination issues, employment law compliance, and preventive employee relations practices, and (3) leadership training — conducting a variety of seminars and workshops and designing and implementing in-house training curricula to facilitate effective leadership skills and tools necessary to establish and maintain positive employee relations.

John is a co-founder and facilitator of the Twin Cities Labor Relations Roundtable – a business roundtable of management labor relations professionals dedicated to labor-relations issues in both union and non-union environments. In 2009, he was recognized as one of the Top 100 Labor Lawyers in the United States by the Labor Relations Institute (LRI). He is a Certified Specialist in Labor and Employment Law by the Minnesota State Bar Association, and a certified Senior Professional in Human Resources (SPHR) and has served as an adjunct professor at the University of St. Thomas. He graduated *cum laude* from the University of Minnesota Law School in 1990 and is licensed in Minnesota, Illinois, and Wisconsin.

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Testimonials



“The Leadership Academy recognizes the true value of developing solid, core leadership skills. What makes their approach unique is the organizational-specific “customized” training content. I’ve never witnessed a more professional delivery of such key leadership sessions.”

*Director of Labor Relations
G&K Services*

“Sheri is a high energy leader known for her passion for learning and development, working diligently to understand her clients needs and delivering results that are well above target.”

*Talent Management Manager
The Mosaic Company*

“John, I want to thank you for the Issue-Free session yesterday. I can honestly say that you were the best presenter that I have ever experienced — I was highly engaged. Your mix of talk, video, and interaction really made the difference for me.”

*Director Human Resources
Standard Heating & Air*

“Our leaders recently participated in a top-notch interviewing workshop, Hire Right - Recruiting and Selecting a Quality Workforce. This ‘nuts and bolts’ training on selecting the quality candidate, will literally save our organization thousands of dollars, in would’ve otherwise resulted in poor recruitment and hiring decisions. We should’ve provided this training years ago.”

*Vice-President of Operations
Statguard, Incorporated*

