



**Outward
Leadership**



**Outward
Performance**



**Outward
Strategy**

SOLUTION BRIEF

Outward Leadership Intensive

Leaders' best efforts often fall short when conflict, communication, and collaboration challenges get in the way. Yet their efforts succeed when they have the mindset, knowledge, and skills to lead their organization in the face of constant change.

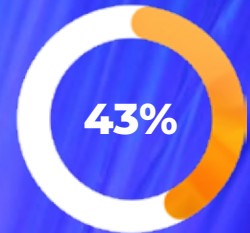
70% of transformation and leadership development efforts fail because they focus on behaviors alone and don't take into account the mindset that drives behavior.

Turn the Fundamentals of Leadership Inside-Out

Arbinger takes a different approach. Because mindset is at the core of behavior change, the key to success lies in empowering leaders to shift from holding people accountable to creating accountable people. *Outward Leadership*, Arbinger's leadership development solution, equips leaders with both the mindset and skillset to lead people-centric teams and results-focused organizations.

"Arbinger had a remarkable accelerator effect. It radically reshaped the business by changing the way we interfaced as a team."

Louise Francesconi
Division President, Raytheon



Increased Trust in Leaders

Confidence that leaders see and respond to employee needs measured post-implementation in a major metropolitan hospital.



Increase in Sales Volume

Top-line results from a steel supplier 3 years after working with Arbinger and during a period when the market for steel products shrunk by 40%.

90 Days to a High Performance Team

Everyone knows that real transformation isn't accomplished in a "one-and-done" training session, it's a multi-step process. *Outward Leadership Intensive* includes the key elements of learning and application to enable deep change. This is delivered over the course of just 90 days to help your team reach its potential quickly and sustainably.

CORE PROGRAM		ARBINGER SUPPORT
 Month 1: Two-Day Live Training An initial intensive workshop equips leaders with a new mindset and skillset (in-person or online)	 Month 2: One-Day Tools Workshop Cohort session for leaders to apply accountability, collaboration, and management tools (in-person or online)	 Outward Performance Online access to training and materials that lay the foundation for enterprise-wide mindset transformation
 Month 3: Strategic Leadership Session Full-day strategic session where leaders apply learning to solve real-time challenges (in-person or online)	 Implementation Series Select 2 leaders to receive 6 one-on-one implementation sessions to help them tackle their unique challenges	 Partnership Management Dedicated implementation management helps cohort sponsors measure success and ensure lasting change

Key Outcomes

Develop Self-Aware and Effective Leaders

People leave leaders, not organizations. Equip your leaders with immediately practical tools to reduce the people friction that impedes results by creating new levels of emotional and situational awareness.

Enhance Productivity and Boost Performance

Nothing creates a shift in results faster than enabling a shift from holding people accountable to developing accountable people. Equip leaders with tools required to create a culture of accountability that drives sustained growth.

Improve Employee Retention and Engagement

Help leaders increase retention and eliminate the high cost of turnover through the application of conflict resolution, relationship building, intra- and inter-team collaboration, and communication tools.