



Built for Leadership

**A Strategic Business Initiative focused on
Enhancing Performance and Results**

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Investing in Leadership Excellence



We are launching **a strategic leadership development initiative** designed to strengthen how we lead, communicate, and deliver results across the organization.

As part of this effort, we will partner with **lhr**[®], a globally recognized leadership consulting firm, to support the development of our management team.

Expected Outcomes.



Through this initiative, managers will:

- Strengthen leadership presence and decision-making
- Improve communication and feedback delivery
- Build more engaged and accountable teams
- Drive measurable improvements in team performance





Benefits of an External Partnership

Specialized Expertise

01

Provides access to specialized leadership development expertise

02

Brings an objective, outside perspective to strengthen leadership effectiveness

03

Leverages proven methodologies used by high-performing organizations

04

Accelerates development through structured, focused learning experiences



lhr[®] International



Our Leadership Development Partner.

01

Selected based on expertise in leadership development and organizational performance

02

Experience working with high-performing, complex organizations

03

Focus on practical, results-driven leadership strategies



lhr[®]

Meaningful **CHANGE**

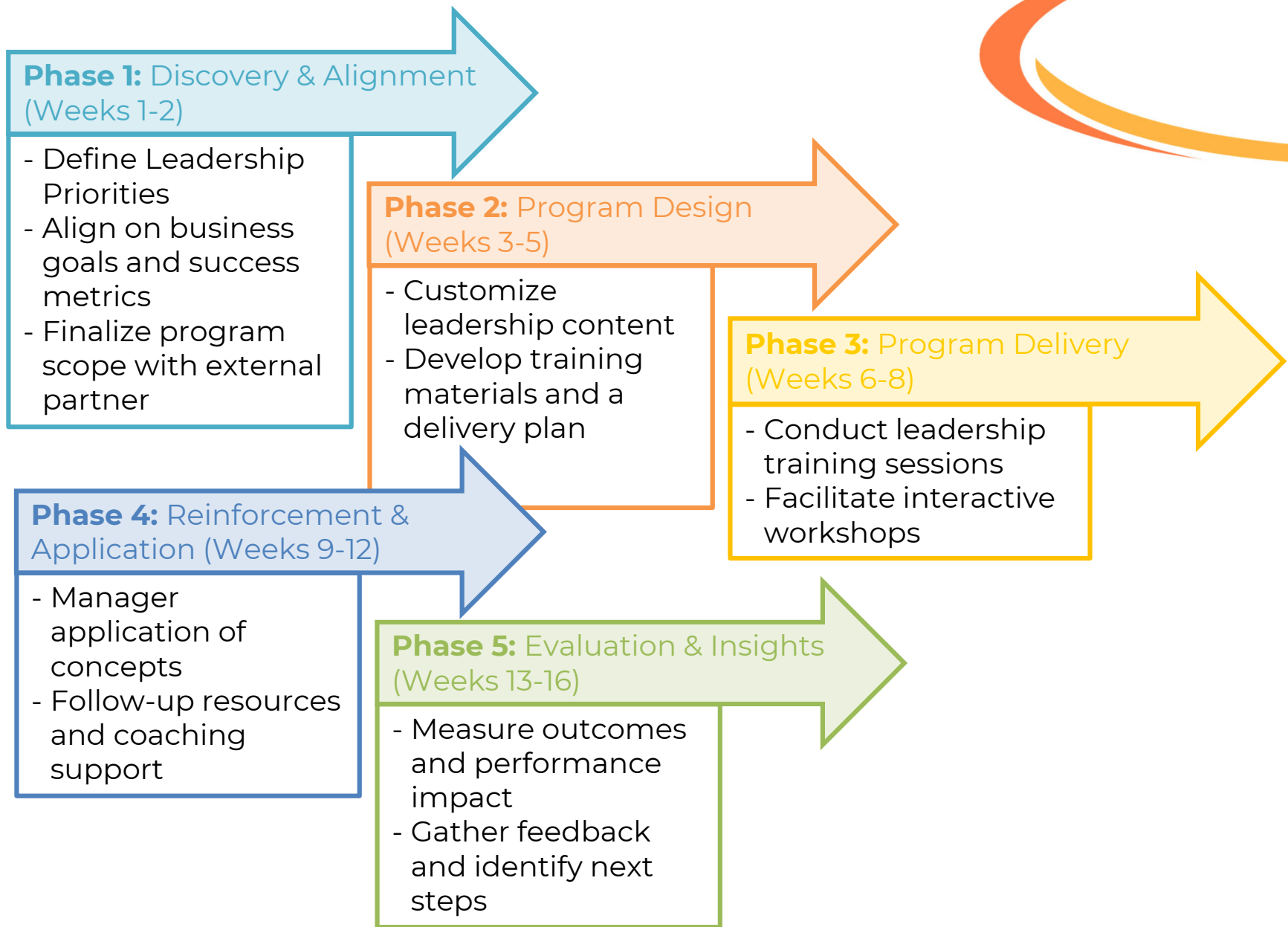
Why This Matters

- Strong leadership directly impacts team performance and engagement
- Consistent management practices improve productivity and accountability
- Effective communication reduces friction and increases alignment
- Investing in leadership strengthens long-term organizational success

Process Overview.



Implementation Timeline.



SMART Success Metrics.

Specific.

Measurable.

Achievable.

Relevant.

Time-Bound.



Four Metrics.



01

Manager
Effectiveness

02

Employee
Engagement

03

Performance
&
Productivity

04

Retention
&
Turnover

01

Manager Effectiveness.



- **Specific:**
Improve leadership effectiveness scores
- **Measurable:**
+15% increase in manager effectiveness survey results
- **Achievable:**
Based on baseline engagement data
- **Relevant:**
Direct impact on team performance
- **Time-Bound:**
Within 3-6 months post-training



Employee Engagement.



- **Specific:** Increase team engagement levels
- **Measurable:** +10% improvement in engagement survey scores
- **Time-Bound:** Within 6 months

Performance & Productivity

- **Specific:**
Improve team output and accountability
- **Measurable:**
8-12% increase in team productivity metrics (KPIs, deliverables, or output benchmarks)
- **Time-Bound:**
Within 6 months



Retention & Turnover

- **Specific:**
Reduce voluntary turnover on manager-led teams
- **Measurable:**
5-8% reduction in turnover
- **Time-Bound:**
Within 6-12 months

$$\frac{\text{\# of employee separations}}{\text{Average \# of employees}} \times 100$$

Cost Savings = \$
ROI Leadership Training = \$



Business IMPACT



Anticipated Results.



01

Stronger leadership consistency across teams

02

Improved communication and decision-making

03

Increased employee engagement and accountability

04

Measurable improvements in performance and productivity