



RELEASING LEADERSHIP BRILLIANCE

Winning organizations fully engage their employees' minds, hearts, and discretionary effort in building value. Employee engagement has been proven to be the key to financial performance and competitive advantage.

Extensive research has identified five essential ingredients for organizations seeking to maximize employee engagement. Yet few organizations give themselves passing grades in these key areas.

In particular, engagement is one of the central tasks of leaders and managers. But why do so many of them falter in this task? They want to motivate and inspire their teams to drive results. Yet they often fall back on behaviors that fail to increase engagement. They may neglect actions needed to sustain high engagement levels among their most talented, hard-working employees. Worst of all, they may unwittingly present obstacles that foster disengagement, so employees either “quit in place” or seek a “professional divorce” – going elsewhere.

Releasing Leadership Brilliance is designed to transform the roles of leaders and managers in your organization. Leadership Brilliance is about:

- ◆ Igniting a leadership culture characterized by engaged, connected leaders who are able to share their vision, release control, and enable employees to release their unique brilliance.
- ◆ Teaching managers to rewrite their roles and engage the talented people already on their team in order to take the organization to the next level.
- ◆ Mobilizing your thinking-intensive workers – people who use their knowledge, reputation, relationships and talent to drive growth – with a “platinum setting” culture.
- ◆ Coaching your A-Level players for retention and your B-level players for performance.

- ◆ Minimizing the risk of burnout and maximizing retention in a demanding, do-more-with-less corporate environment.

Releasing Leadership Brilliance draws on extensive research identifying the obstacles that block brilliance and erode profit potential per employee. The approach is based on Simon T. Bailey's lifetime of professional and personal experience. Simon has been called a true change catalyst who has inspired thousands of people worldwide to find their passion, take action, and make their lives and their organizations more productive.

This program challenges participants to dig deep, think about their role in a new way, develop an action plan, and take personal responsibility for their impact. Once they understand how to release their own brilliance, your leaders will be ready and able to help their people achieve their best.

Purpose: This program enables participants to discover and develop their brilliance as leaders so they can inspire engaged commitment that enables employees to achieve new levels of productivity and results.

Process: This program addresses the following topics:

- ◆ Why managing human energy is the key to long-term results.
- ◆ Five essential drivers of employee engagement for every organization.
- ◆ The Brilliance Methodology as a pathway to high performance.
- ◆ High-impact management and leadership behaviors that contribute to a highly engaged workforce.

The mix of activities depends on the session size, format and length, but can include discussion, personal reflection, paired practice and group activities.

Payoff: Leaders who attend this program will be ready to:

- ◆ Create (or refine) and communicate a contagious vision that engages their people.
- ◆ Recognize their individual role and responsibilities for fostering engagement.
- ◆ Document tangible action steps and their own commitment in an Engagement Action Plan.
- ◆ Serve as a change agent for high performance, encouraging employees to release their brilliance, rekindle their passion, and love their work

AUDIENCE AND FORMAT

Releasing Leadership Brilliance is designed for leaders at every level of the organization. Each program is tailored to your organization's specific needs and objectives. Formats range from a 30-minute high-energy keynote to a half-day interactive workshop that includes exercises and personal action planning. All formats include real-world examples, case studies and no-holds-barred dialogue intended to change the way leaders think and act.

Individuals can build on the program's concepts with companion resources, including Simon's books, website, and other products. We can also work with you to create a customized follow-up strategy.

PRESENTER

Catalyst for Brilliance Simon T. Bailey has a visionary ability to identify brilliant potential in people and organizations and ignite that brilliance into action for amazing results. An internationally known speaker, author and consultant, he inspires individuals to take charge of change and transform their lives from the inside out. A thought leader and fresh voice in the business world, Bailey connects the dots between individual and organizational brilliance. He challenges and teaches businesses and organizations to clear obstacles to brilliance in their cultures, processes, and people, thereby achieving higher levels of engagement, retention, and productivity – and a brilliant bottom line.

Prior to founding The Brilliance Institute, Simon honed his expertise in leadership, sales, customer service and

personal development over a successful two-decade career at Hyatt Hotels, Walt Disney World Resort, and The Disney Institute. He is the author of six books. His newest book, **Release Your Brilliance**, is receiving rave reviews and having a profound impact on people's lives. His other books include *Brilliant Service is the Bottom Line*, *Success is an Inside Job*, the *Meditate on Your Brilliance* series and *Simon Says Dream: Live a Passionate Life*.

PRAISE FOR RELEASING LEADERSHIP BRILLIANCE

"The 'Releasing Leadership Brilliance' message was both powerful and meaningful to our leaders. As I read through the evaluation forms, one common thread was sewn throughout the comments, and that was the value of your presentation. Many times we hear about how entertaining speakers are, and that's always appreciated, but we are constantly looking for someone who is both motivating AND who adds value. You are both! The comments about 'taking useful information away' from your presentation show the impact you had on our leaders, and the fact that you included actionable items into your program was just what we needed!"

– State Farm Insurance

"Thanks for a job well done at our association's annual convention. You were not only excellent to work with in advance, but on-site you were prompt, helpful and easy to work with. The best part of all – you DELIVERED! Our members are still raving about your presentation! Thanks for making me look good!"

– Minnesota Health & Housing Alliance

"Your enthusiasm is contagious and was just what everyone needed on that Monday morning to revive and awaken their leadership brilliance. The feedback we have already received about your presentation has been overwhelmingly positive. Our bookstore sold out of your book seconds after your presentation, and the book signing line itself was proof that the ASHRM attendees loved what you had to say and wanted more."

– American Society for Healthcare Risk Management (ASHRM)

For more information on how to bring Simon T. Bailey to your organization, please contact Michele Lucia, Business Manager at 972-899-3411 or Michele@SimonTBailey.com
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