

Introduction

At Stafford Hill Consulting we empower organizations and individuals to unlock their full potential. Leveraging proven principles of psychology and philosophy, we deliver tailored training and coaching services aimed at shaping leadership mindset and practices. Our classroom training, group coaching and 1-on-1 services are designed to not only elevate individual and team performance, but to enrich workplace culture as well. Through an engaging blend of classroom learning, virtual training, and interactive exercises, we provide a transformative journey that fosters powerful and in-demand skills to create effective leaders, high-performing teams, and vibrant, thriving workplaces. Whether you're an executive aiming to increase organizational performance, or an aspiring leader looking for growth, Stafford Hill Consulting's Leadership Mastery program will take you there. Let us help you envision, strategize, and realize your path to excellence, today.

A need for leadership development can manifest in many ways. Below are some of the indicators that signal a need for change and are addressed by targeted solutions Stafford Hill Consulting offers.

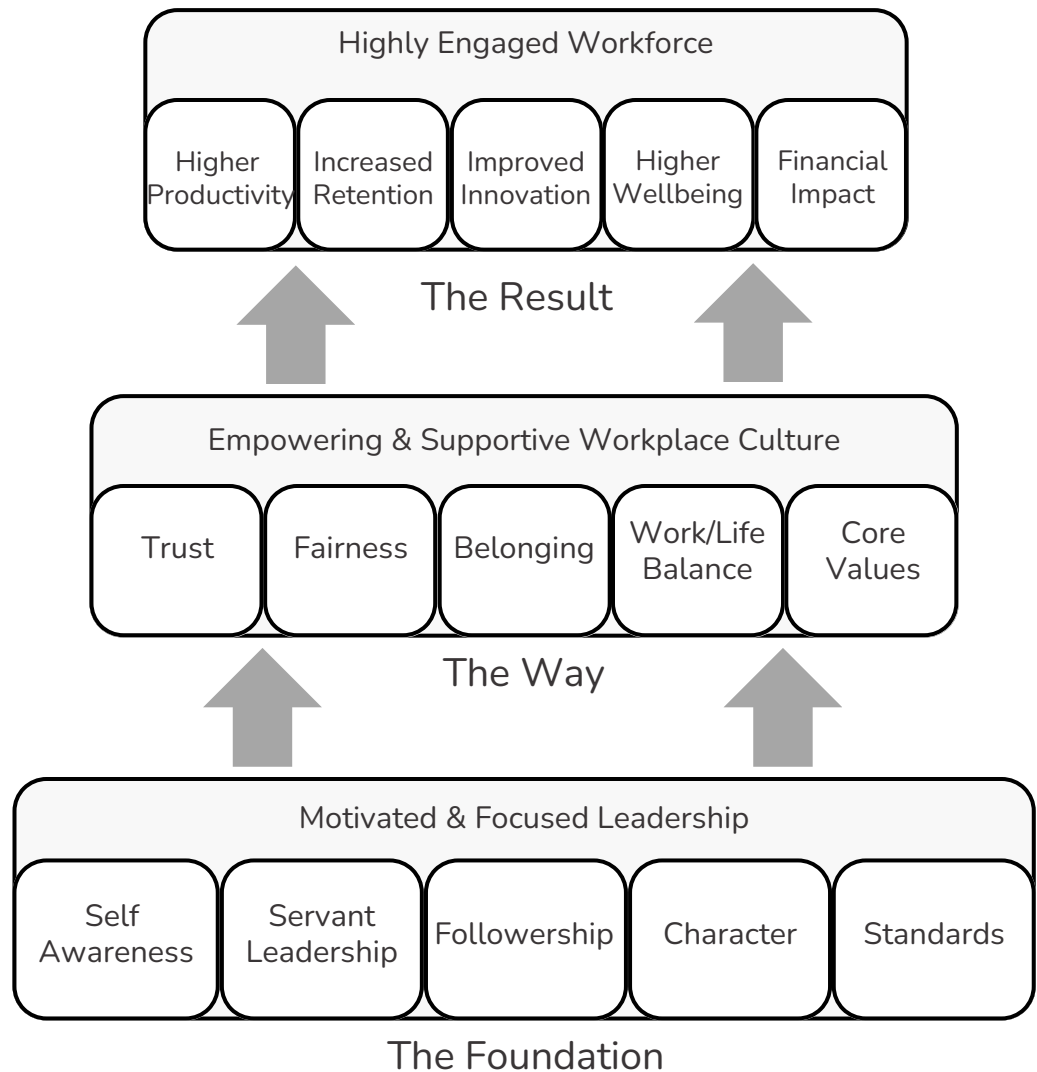
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|---|-----------------------------------|--|
| ➤ | Ineffective Leadership | Leaders may lack the skills necessary to effectively manage teams and drive performance. |
| ➤ | Poor Communication | Due to lack of effective communication or understanding, teams may experience internal and collaborative challenges that impact productivity. |
| ➤ | Poor Employee Retention | Unaddressed problems within an organization can lead to a high turnover rate, which in turn increases recruitment and training costs. |
| ➤ | Lack of Employee Engagement | Without a strong organizational culture, employees might not be as invested in their roles, leading to lower overall productivity. |
| ➤ | Lack of Innovation | A stagnant workplace culture may inhibit creativity, innovation and problem solving, leading to a decline in productivity and competitiveness. |
| ➤ | Difficulties in Change Management | Companies may face resistance and difficulties when implementing significant changes, impacting productivity and employee morale. |
| ➤ | Workplace Stress | A high-pressure environment without adequate support can lead to increased stress, impacting employee well-being and productivity. |
| ➤ | Limited Growth Opportunities | A lack of personal and professional development opportunities may stifle employee ambition and motivation. |
| ➤ | Inexperienced Leadership | New leaders may have difficulty making decisions, lack strategic vision, and have ineffective communication or conflict resolution skills leading to low employee morale and engagement and high turnover. |

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The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant.
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- Max DePree

While many organizational strategies teach a trickle-down effect with leadership being at the top, we believe a highly engaged workforce should be at the top of your organizational strategy, not the bottom.

A motivated and focused leadership team sets the tone and is the necessary foundation for any company to thrive. A highly-trained and effective leadership team fosters an empowering and supportive workplace culture, which in turn creates a highly engaged workforce. All of which drive your bottom line.



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A great person attracts great people and knows
how to hold them together.

- Johann Wolfgang Von Goethe

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The complexities of managing modern workforces clearly show how strategic investments in leadership development are not only beneficial, but essential. In today's competitive business landscape, the caliber of an organization's leadership is directly correlated to its capacity to foster a culture of engaged employees. Training leaders to foster engagement is a strategic necessity that can lead to sustainable competitive advantages and long-term organizational success.

Gallup Research Shows

- 66% of Americans are not engaged or actively disengaged at work.
- Employees who are not engaged cost their company the equivalent of 18% of their annual salary.
- 48% of Americans are actively seeking a new job.
- 26% of employees feel burned out at work.
- Only 23% of employees expressed trust in their leadership.
- Only 21% of employees believe their organization cares about their wellbeing.
- Globally, 67% of employees are not engaged.
- Best practice companies see 70% employee engagement.

Financial Impact

In a department of 40 people with an average salary of \$150k, unengaged employees cost their organization **\$726k/yr.**

A 30% improvement in engagement for year 1 will have a **\$108k** impact, and an additional 30% improvement in year 2 will have a an additional **\$248k** impact. Curved improvements up to 70% engagement will expect a yield of up to **\$399k/yr** when operating at best practices.

Year	Engagement (%)	Financial Impact Per Year
Year 0	33%	\$ -
Year 1	43%	\$ 108,000.00
Year 2	56%	\$ 248,400.00
Year 3	62%	\$ 313,200.00
Year 4	68%	\$ 378,000.00
Year 5	70%	\$ 399,600.00
Total 5 year impact		\$ 1,447,200.00

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

- John C. Maxwell

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Our Methods

To cultivate effective leaders who can inspire and engage their workforce, our Leadership Mastery program is designed with a multifaceted approach that ensures deep learning and practical application. Our comprehensive methodology includes:



Tailored Assessments

First, we conduct thorough assessments to identify each student's strengths and areas for development. This personalized evaluation helps tailor the training experience to address the unique needs of each participant, ensuring that every leader experiences optimal growth.



Individual Development Plans

We then create a customized development plan for each participant based on their initial assessment. These plans serve as a roadmap, outlining specific objectives and actionable steps to enhance their leadership skills.



Competency-Based Learning

Our curriculum is designed around core leadership competencies that are essential for effective management and employee engagement.



Hybrid Classroom Training

We offer both virtual and in-classroom training to accommodate the diverse needs and schedules of today's professionals.



Continuous Progress Updates

Throughout the program we provide regular updates on each participant's progress. These updates help participants and their supervisors track improvements, reflect on learning, and adjust development plans as needed to maximize training value.



Certification of Completion

Upon successfully completing the program, participants receive a certificate that acknowledges their achievement and readiness to lead with greater impact.



Leadership and learning are indispensable to each other.

- John F. Kennedy



Fundamental Modules

- Leading Yourself: Developing the Discipline to Achieve your Ambitions
- Time Management for Leaders
- Self-Awareness & Self-Reflection as a Leader

Core Modules

- Followership: When to Follow & When to Lead
- Servant Leadership: Leading by Serving
- The Leader as a Mentor & a Role Model
- Founding Principles; Mission / Vision of the Company
- Character in Leadership
- First Line Leaders / Active Leadership
- Operational Stress Control
- Standards
- Loyalty
- Leading the Team
- Developing Intermediate Leaders / Team Leads
- Institutional & Technical Expertise
- Active Communication
- Professionalism
- The Leadership Network Within the Organization
- Supporting the CEO / Owner
- Developing Senior Leaders

Schedule Option #1

9 am – 4:30 pm – 5 days, 20 Blocks
All lecture, no exercises.

9:00 – 10:15 – Block 1 - Lesson 1
10:15 – 10:25 – Break
10:25 – 11:40 – Block 2 - Lesson 2
11:40 – 1:40 - Lunch
1:40 – 2:55 - Block 3 - Lesson 3
2:55 – 3:05 - Break
3:05 – 4:20 - Block 4 - Lesson 4
4:20 – 4:30 - Break / Questions / Review

Schedule Option #2

9 am – 4:30 pm – 10 days, 40 Blocks
Half lecture, half exercises.

9:00 – 10:15 – Block 1 - Lesson 1
10:15 – 10:25 – Break
10:25 – 11:40 – Block 2 - Exercise 1
11:40 – 1:40 - Lunch
1:40 – 2:55 - Block 3 - Lesson 2
2:55 – 3:05 - Break
3:05 – 4:20 - Block 4 - Exercise 2
4:20 – 4:30 - Break / Questions / Review