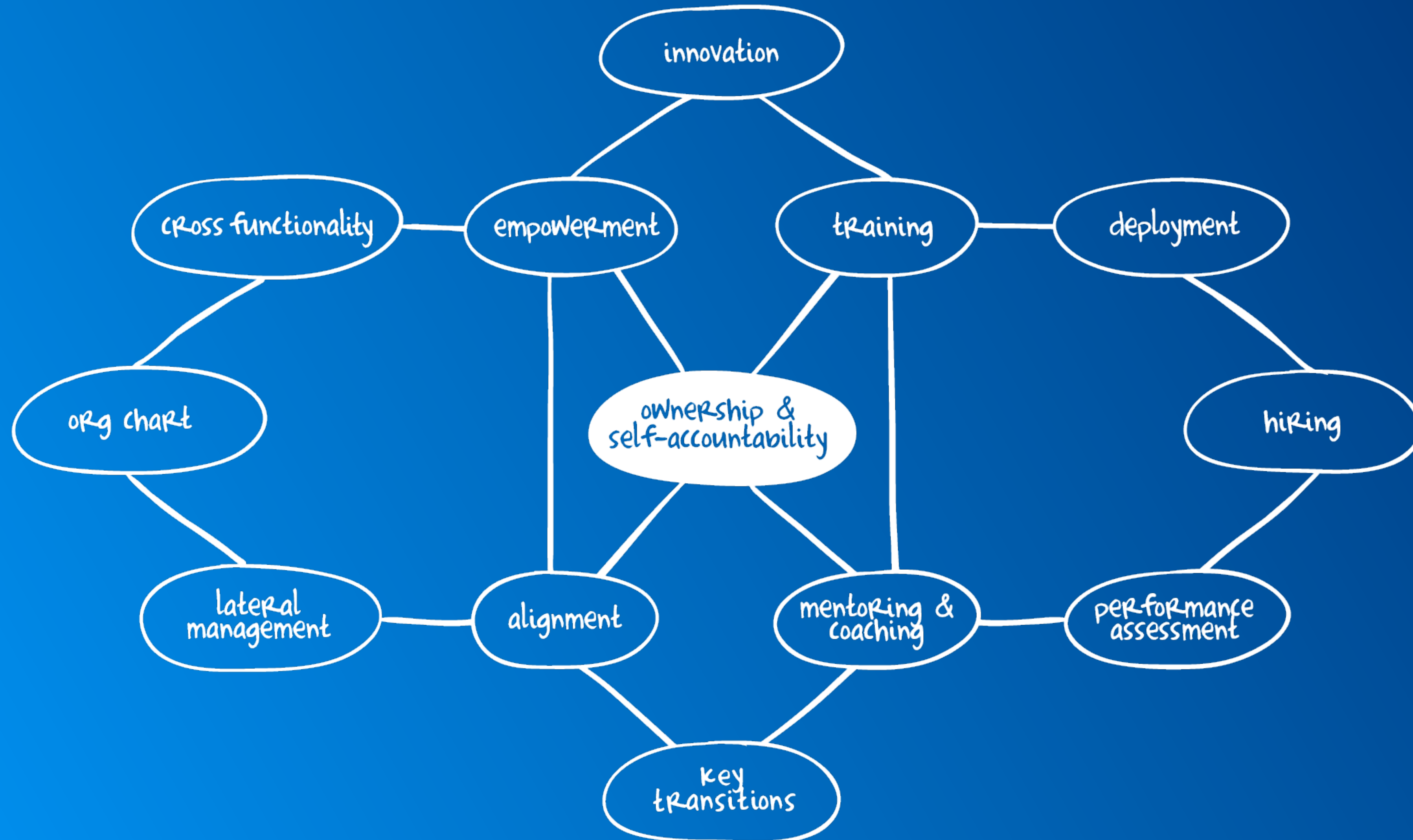


HOW TO BUILD AND EQUIP INCREDIBLE TEAMS WITH WORLD CLASS MENTORING & COACHING

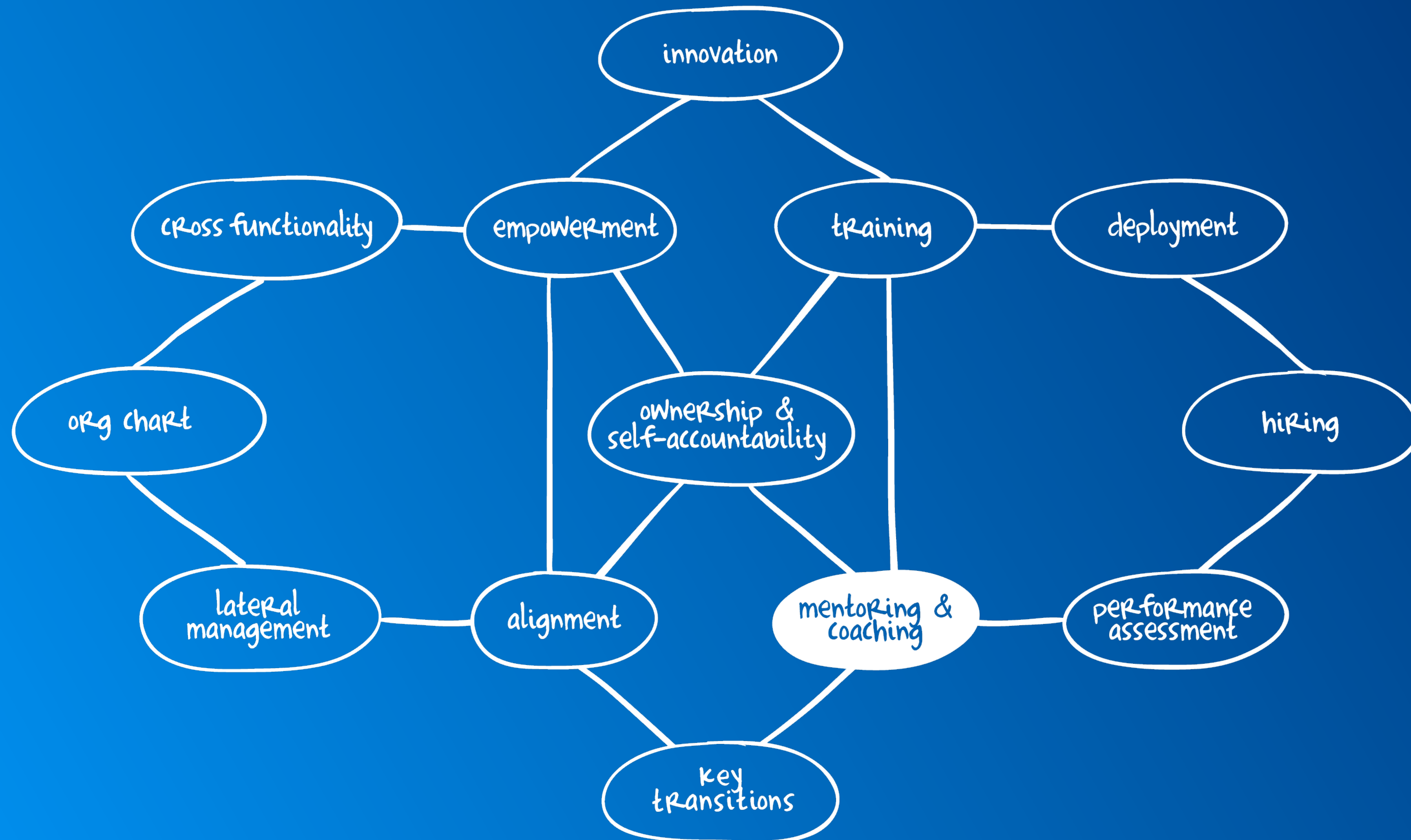
Architecting Scale with Predictable Success



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



TODAY'S AGENDA

PART 1

Understand the special role of mentoring & coaching as it relates to helping an organization scale

PART 2

The 5 Key Factors of you need to build a world-class Mentoring & Coaching program

PART 3

Identify the practical next steps for you to immediately implement what you have learned



COMMENTS & QUESTIONS

Use the Q&A box for any
comments / observations



SCOTT RITZHEIMER

FOUNDER AND CEO SCALE ARCHITECTS



Scott has helped start nearly 20,000 new businesses and nonprofits and, with his business partner, started and led their multimillion-dollar business through an exceptional and extended growth phase (over ten years of double-digit growth) all before he turned 35.

He founded Scale Architects to help coaches and consultants like you bring Predictable Success to your career and to your clients! He now spends his time teaching Predictable Success to coaches, consultants, and leaders across the country.



LES MCKEOWN

FOUNDER AND CEO PREDICTABLE SUCCESS



Les McKeown is the President and CEO of Predictable Success, a leading advisor on leadership and organizational development. He has started over 40 companies in his own right, and was the founding partner of an incubation consulting company that advised on the creation and growth of hundreds more organisations worldwide.

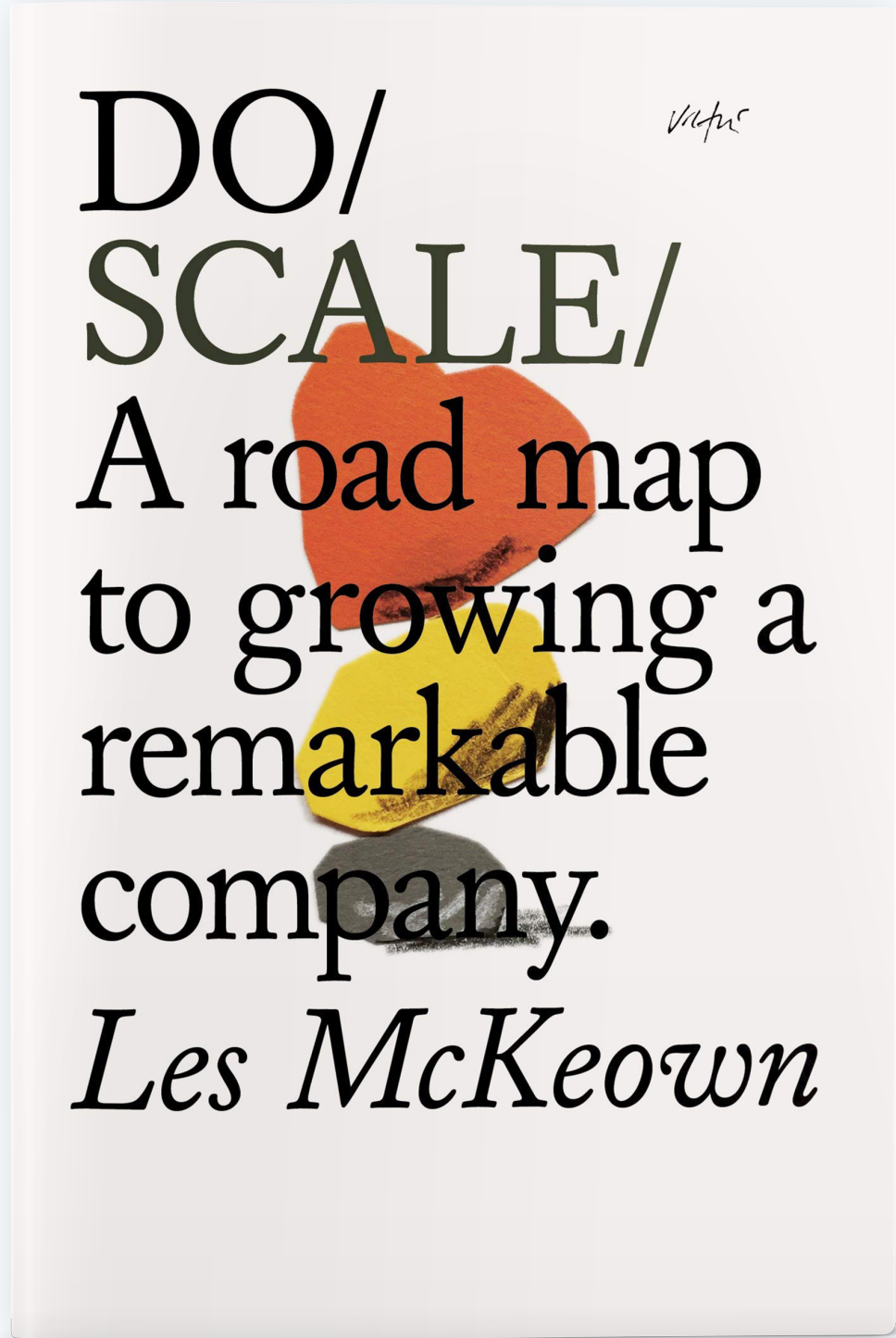
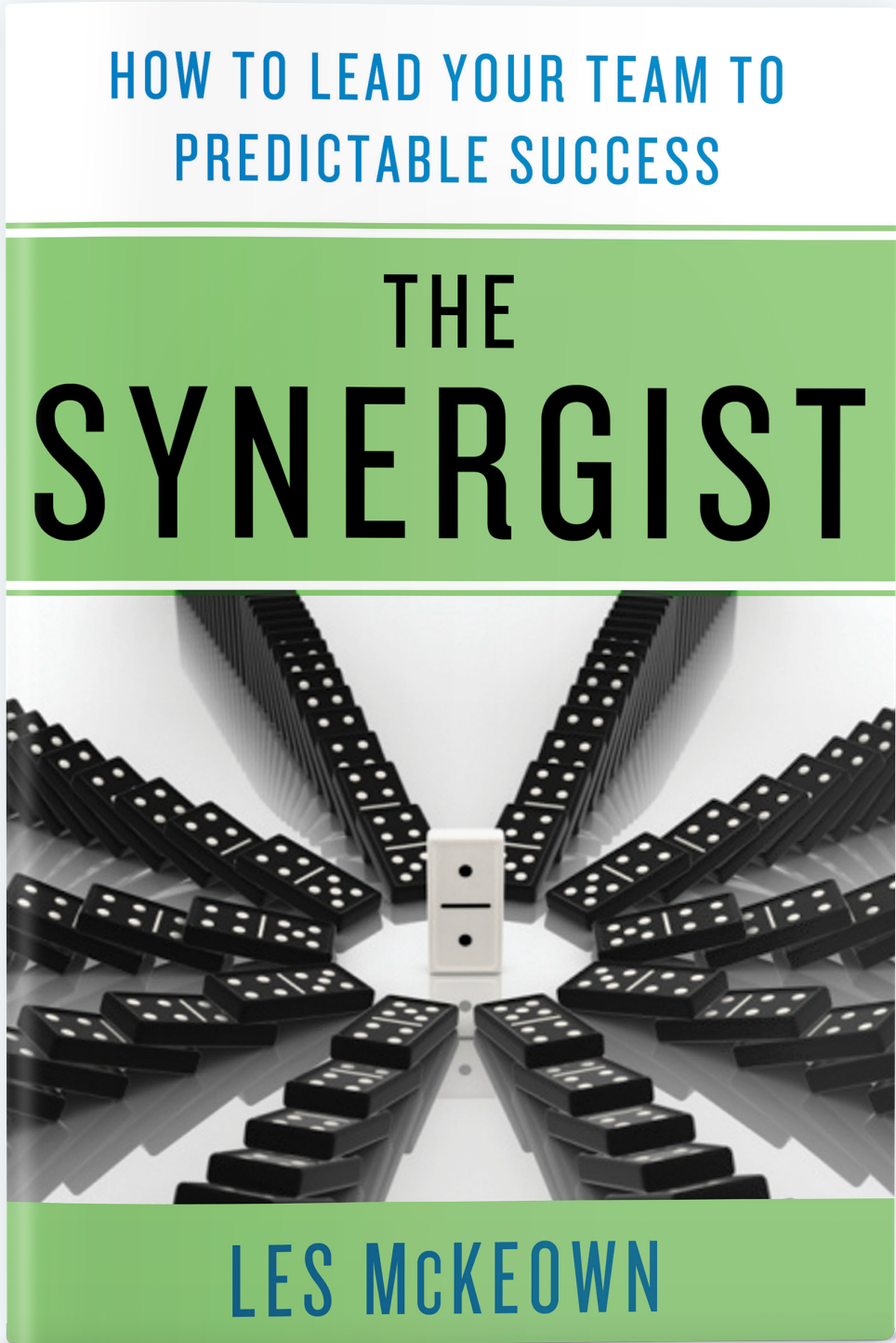
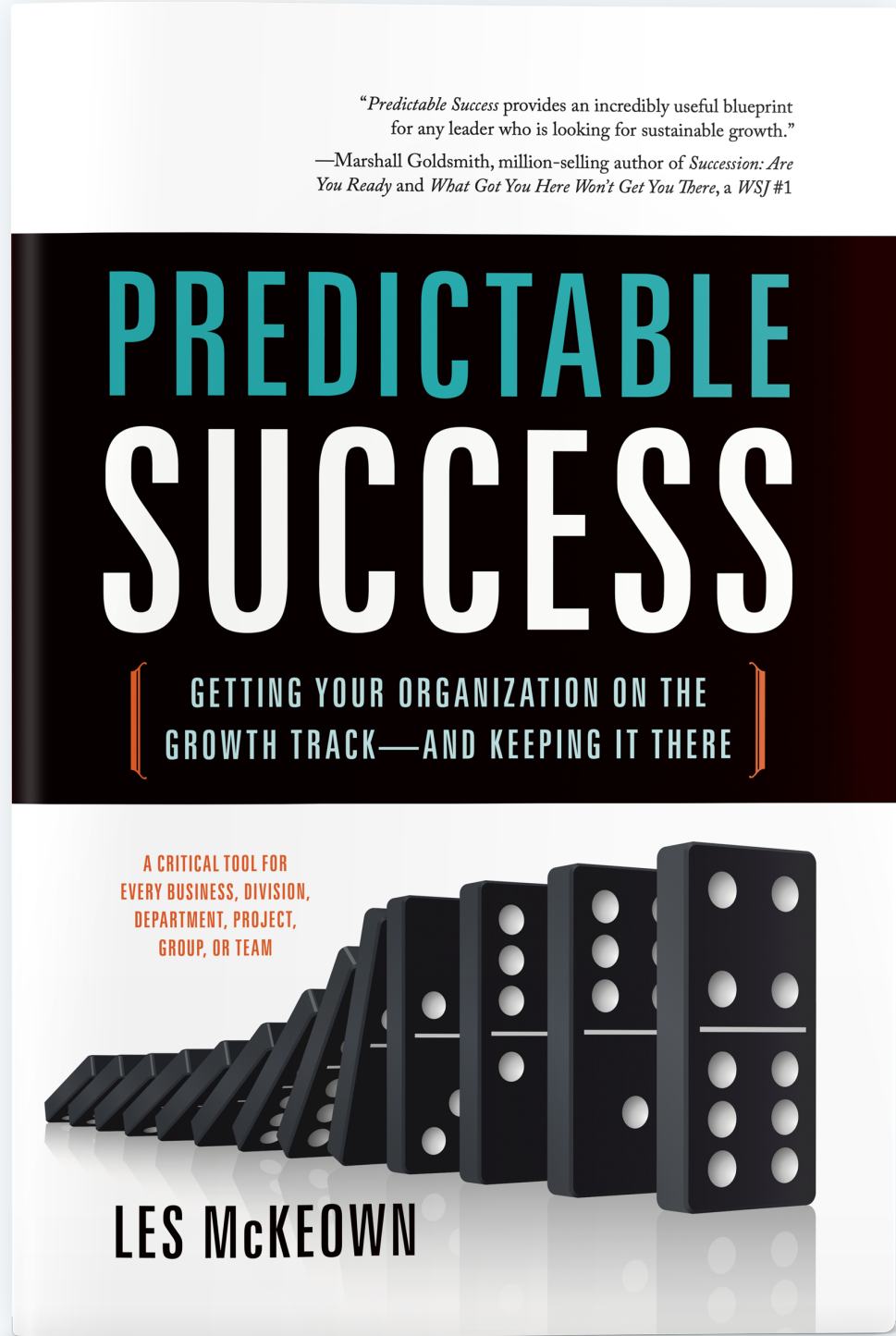
Les advises CEOs and senior leaders of organisations on how to achieve scalable, sustainable growth. His clients range from large family-owned businesses to Fortune 100 companies, and include Harvard University, American Express, T-Mobile (now EE in the UK and Europe), United Technologies, the Pella Corporation and Chevron.

Based in Washington, DC, Les now spends his time consulting, writing, teaching and speaking. Les has appeared on CNN, ABC, the BBC and in Entrepreneur magazine, USA Today and the New York Times. Les is the author of the WSJ and USA Today bestseller, 'Predictable Success', 'The Synergist', 'Do Lead' and 'Do Scale'.

Les can be contacted at: lesm@predictablesuccess.com
or via his website: PredictableSuccess.com



INTRODUCING PREDICTABLE SUCCESS

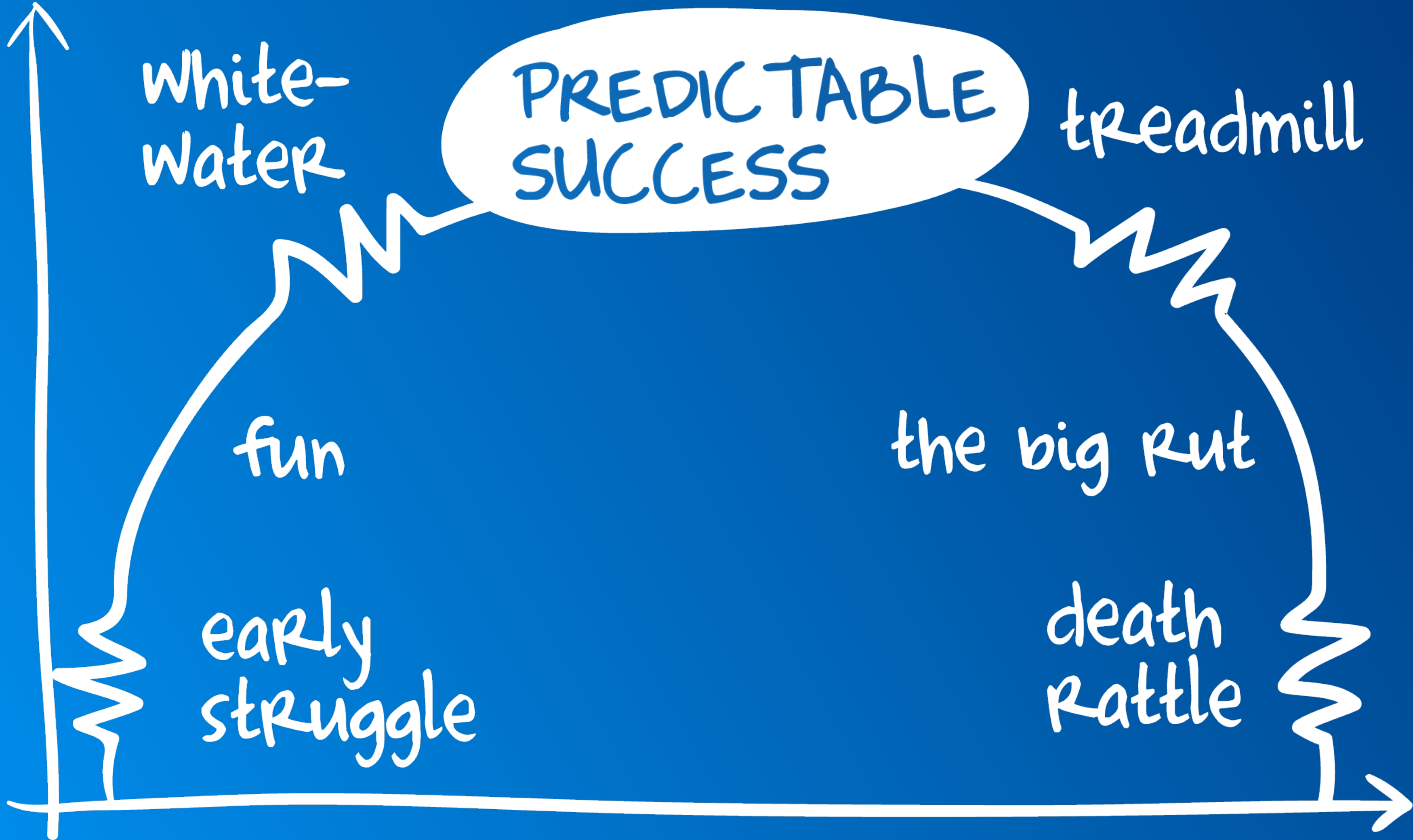


HOW TO BUILD AND EQUIP INCREDIBLE TEAMS WITH WORLD CLASS MENTORING & COACHING

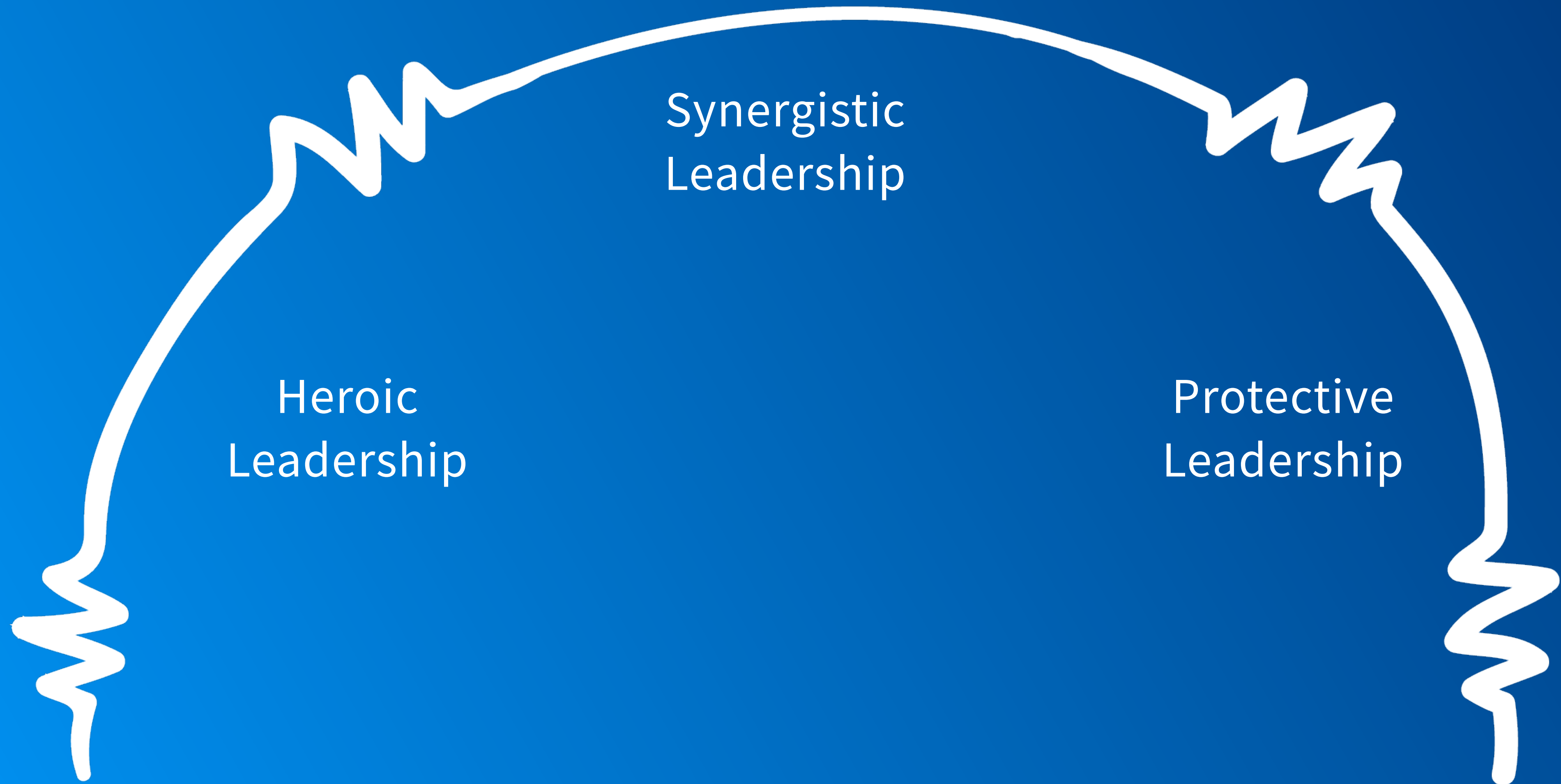
Architecting Scale with Predictable Success



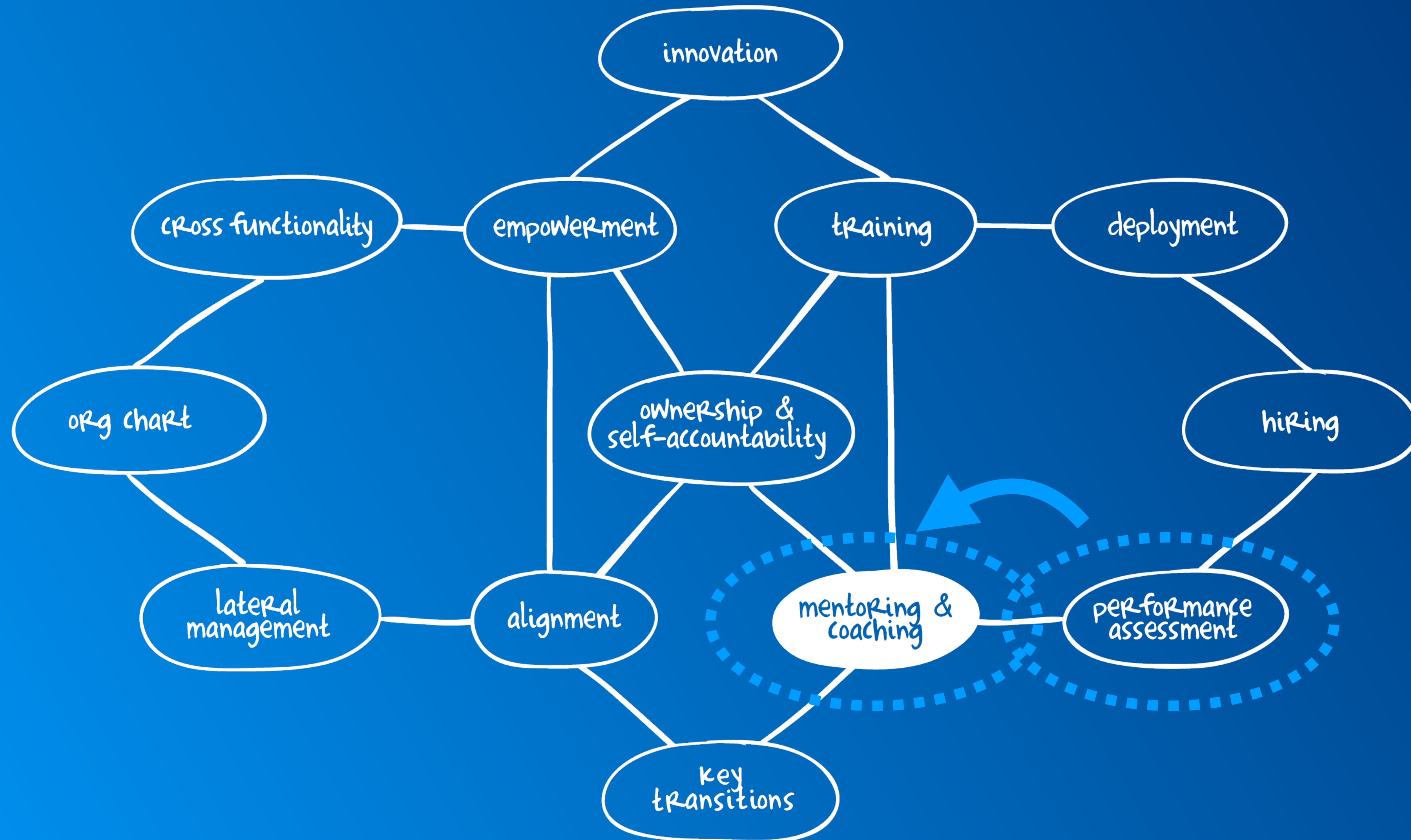
THE PREDICTABLE SUCCESS MODEL



HIGH-QUALITY TEAM-BASED DECISION MAKING



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



MENTORING & COACHING IN PREDICTABLE SUCCESS

Relevant
Engaging
Bar-raising

Osmotic
Fluid
'On the job'

Structured
Brittle
'Status-quo
maintaining'

A WORD ON DEFINITIONS

**How to Build and Equip Incredible Teams
with World Class Mentoring & Coaching**
Architecting Scale with Predictable Success



DEFINING TERMS

COACHING

- Skills-based
- Functionally specific
- Usually possible / needed within line of authority / control

MENTORING

- Behavior / mindset—based
- Role / Strata-specific
- Often best outside reporting line of authority control



THE FIVE KEY FACTORS

THE BUILDING BLOCKS OF WORLD-CLASS MENTORING & COACHING



KEY FACTOR #1

HIGH-QUALITY PERFORMANCE ASSESSMENT



HIGH-QUALITY PERFORMANCE ASSESSMENT

FOUR MAIN ELEMENTS:

1. Assessment against defined performance goals
2. Agreement on targeted performance improvement areas
3. 'Good to great' as well as remedial
4. Identifies Mentors & Coaches as well as Mentees and Coachees



KEY FACTOR #2

INTERNAL MENTORING CULTURE



INTERNAL MENTORING CULTURE

FOUR MAIN ELEMENTS:

1. Modeled from the top
2. Is decentralized (i.e. isn't 'HR')
3. Recognized as fundamental, not an 'add-on'
4. Includes both formal and informal initiatives

Start with formal programs as 'training wheels'



KEY FACTOR #3

PEER MENTORING



PEER MENTORING & COACHING

FOUR MAIN ELEMENTS:

1. Formal use - especially in onboarding / orientation
2. Used for dissemination of best practices / success factors (q.v. Performance Assessment)
3. Add self-selecting, single-topic groups.
4. Encourage cross-functional peer coaching



KEY FACTOR #4

MENTORING OUTSIDE THE LINE OF COMMAND



COACHING OUTSIDE THE LINE OF COMMAND

FOUR MAIN ELEMENTS:

1. Goal: Provide a consequence-free environment to encourage experimentation
2. Think in terms of organizational 'Uncles & Aunts'
3. Consider using your supply chain
4. At the most senior level, use outside mentors



KEY FACTOR #5

INVOLVEMENT OF SENIOR LEADERSHIP



INVOLVEMENT OF SENIOR LEADERSHIP

FOUR MAIN ELEMENTS:

1. Active personal participation
2. Selective transparency
3. 'Skip-level' involvement
4. Consider 'reverse mentoring'

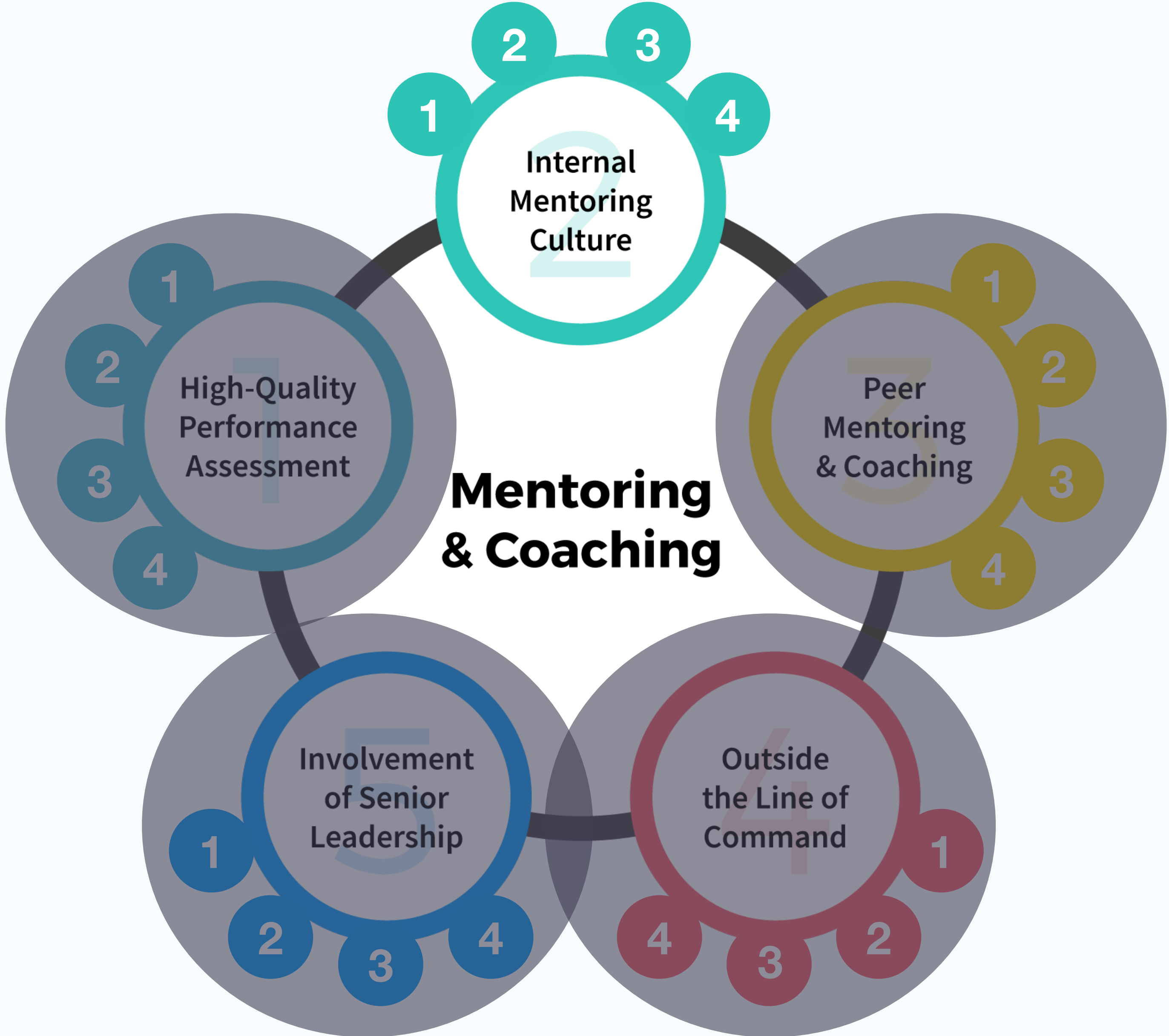


IMPLEMENTATION QUICK-START

**How to Build and Equip Incredible Teams
with World Class Mentoring & Coaching**
Architecting Scale with Predictable Success



NO / LITTLE EXISTING PROCESS



NO / LITTLE EXISTING PROCESS



ESTABLISHED EXISTING PROCESS

GROUP EXERCISE

QUESTIONS FOR YOU AND YOUR TEAM

- Why / when does your Mentoring & Coaching process work well?
- Why / when does your Mentoring & Coaching process not work well?
- What 3 things could you start doing, that would make your Mentoring & Coaching process better?
- What 3 things should you stop doing, that would make your Mentoring & Coaching process better?
- What's the major barrier / constraint on consistently executing your Mentoring & Coaching process effectively?



NEXT STEPS?

**How to Build and Equip Incredible Teams
with World Class Mentoring & Coaching**
Architecting Scale with Predictable Success



HOW WE CAN HELP

You can architect scale yourself using our expansive suite of **training courses and live events** that are designed to help you reach Predictable Success!

Do-It-Yourself

You can bring in a knowledgeable Scale Architect we've personally trained to **help coach you and your team** into Predictable Success!

Coaching & Consulting

We can **train one or more of your current leaders** to become a Scale Architect within your organization to help you reach Predictable Success!

Train the Trainer



LET US HELP YOU

**FAST TRACK YOUR PROGRESS
TOWARD PREDICTABLE SUCCESS
WITH SCALE ARCHITECTS**

www.scalearchitects.com/contact

SCAN ME



OUR NEXT EVENT

HOW TO BUILD AN EMPLOYEE
DEVELOPMENT PROGRAM THAT
EVERYONE LOVES

DECEMBER 14 @ 2:00 PM EST

[predictablesuccess.com/2021-
livestream-series](https://predictablesuccess.com/2021-livestream-series)

SCAN ME



A SMALL TOKEN OF OUR APPRECIATION

**3 FREE OFFERS
FROM US TO YOU!**

MENTOR APPLICATION

A bad mentor is worse than no mentor at all. This simple form will help you identify the best mentors!

COACHING PREPARATION SUMMARY

This pre-coaching preparation summary will help your employee maximize the value of their coaching time!

FREE CONSULTATION

We'd love to help you identify the next steps for your journey into Predictable Success in your Mentoring & Coaching Program!



Q & A

We're here to answer any questions you may have!

