

WELCOME!

**THE LIVESTREAM WILL START
IN JUST A MOMENT**

**How to Build an Employee
Development Program that Everyone Loves**
Architecting Scale with Predictable Success

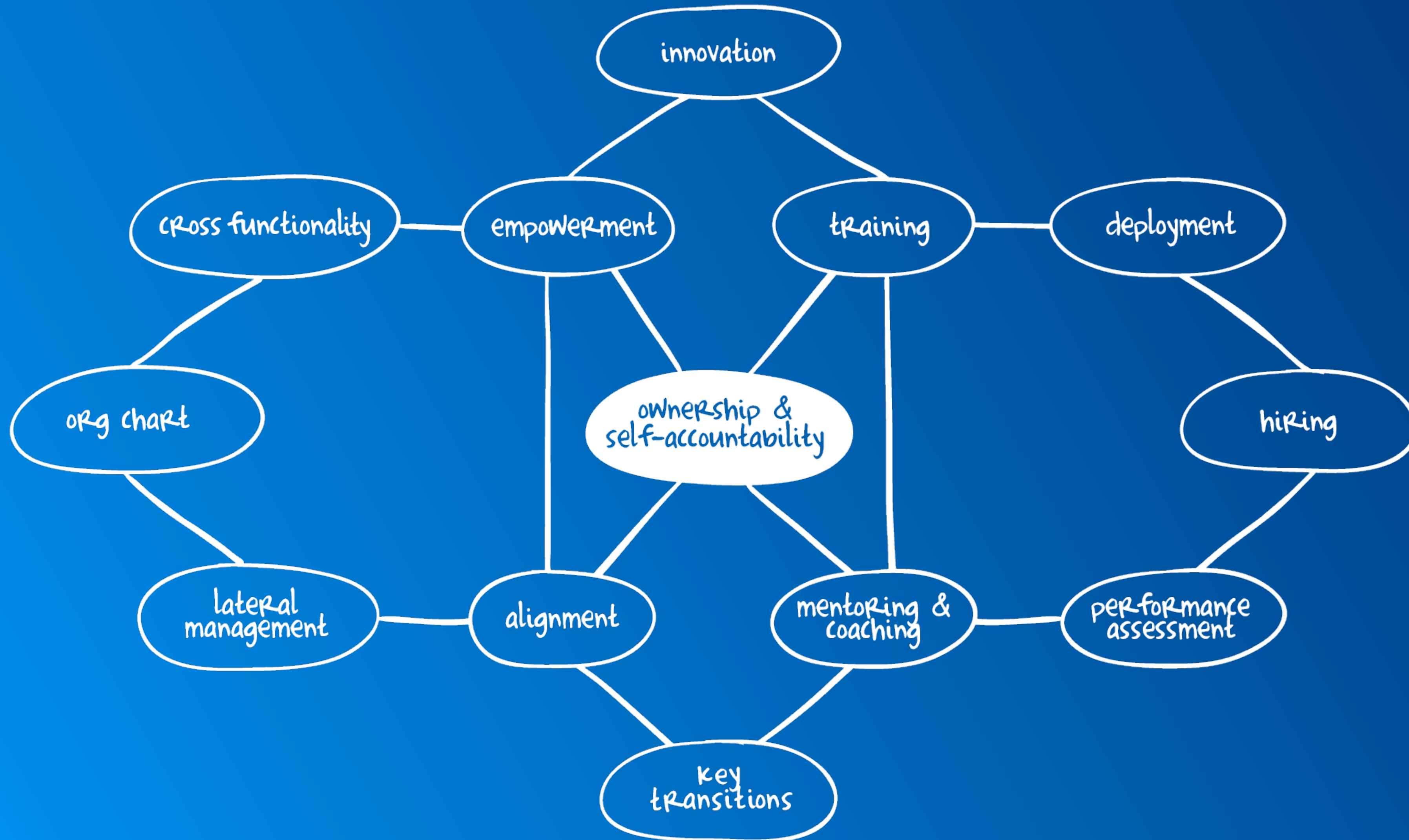


HOW TO BUILD AN EMPLOYEE DEVELOPMENT PROGRAM THAT EVERYONE LOVES

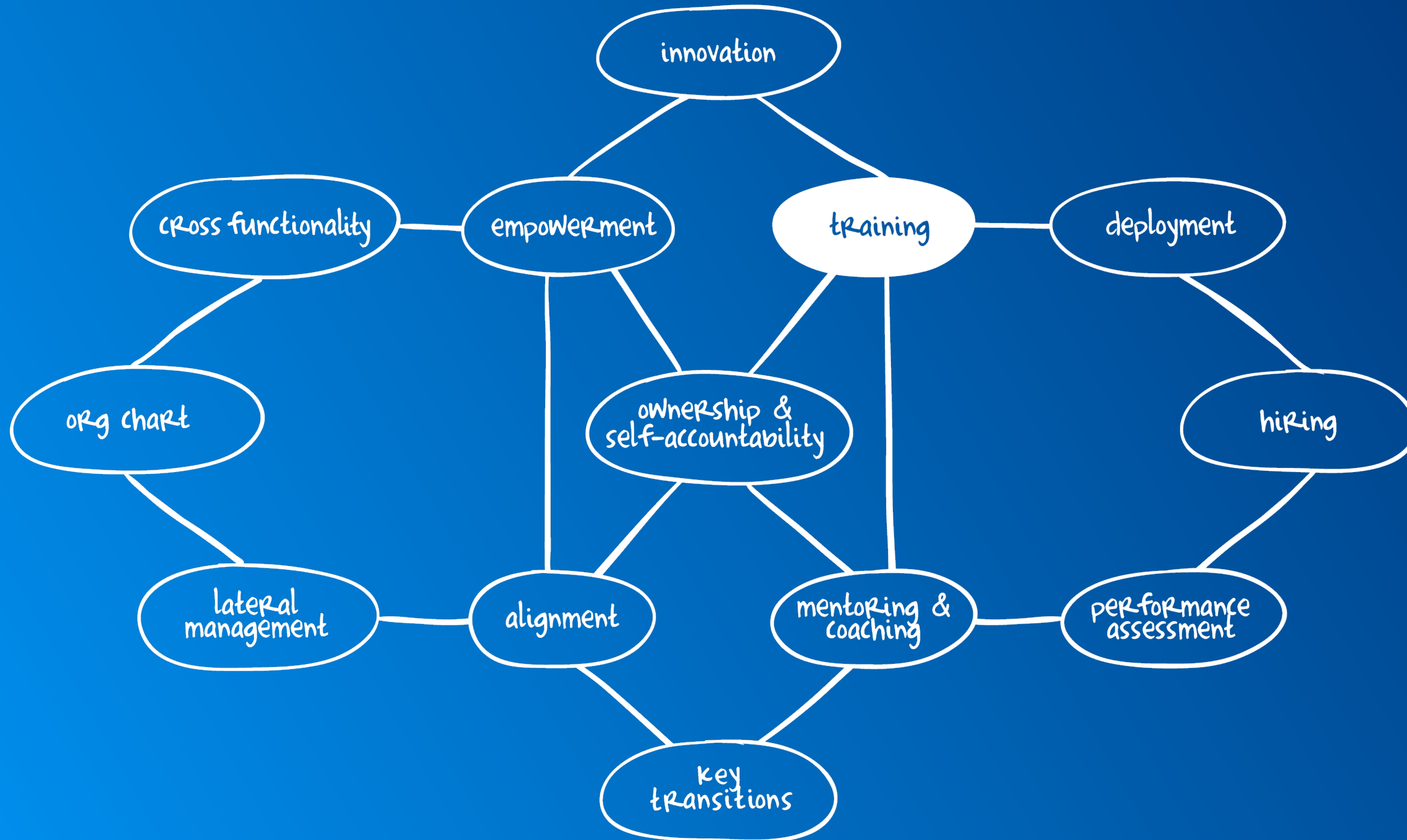
Architecting Scale with Predictable Success



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



TODAY'S AGENDA

PART 1

Understand the special role of employee development as it relates to helping an organization scale

PART 2

The 5 Key Factors of you need to build a world-class Employee Development 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

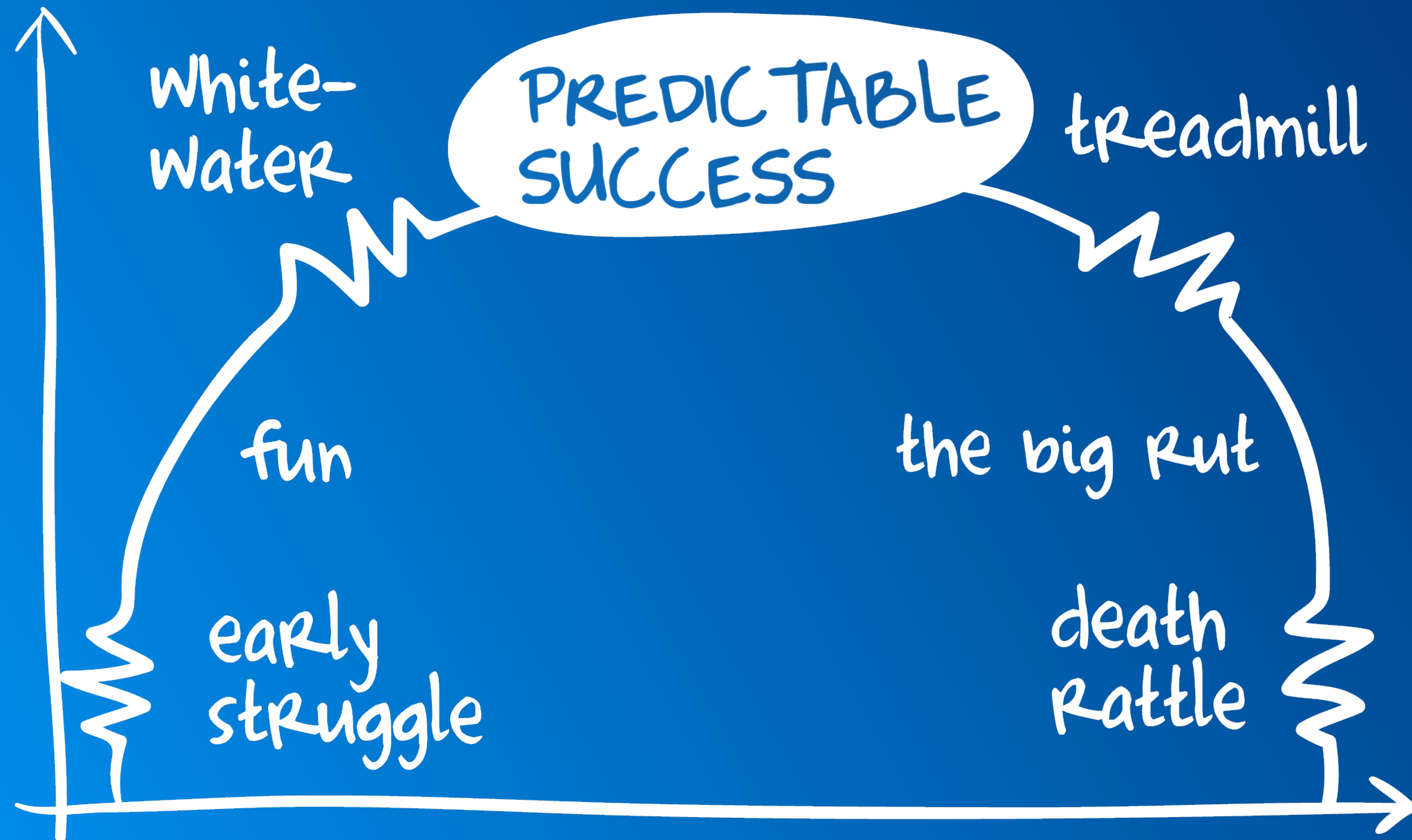


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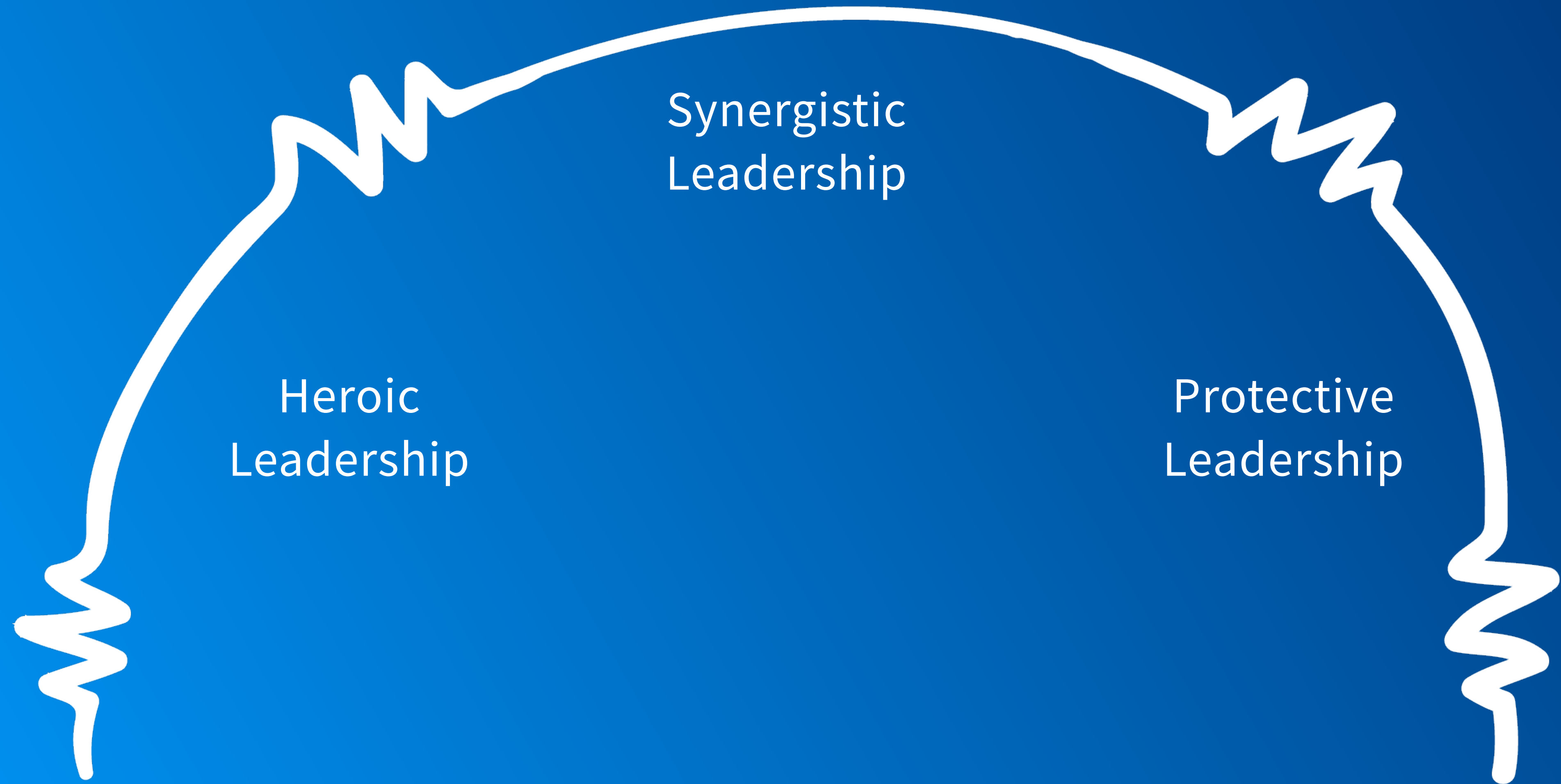
Architecting Scale with Predictable Success



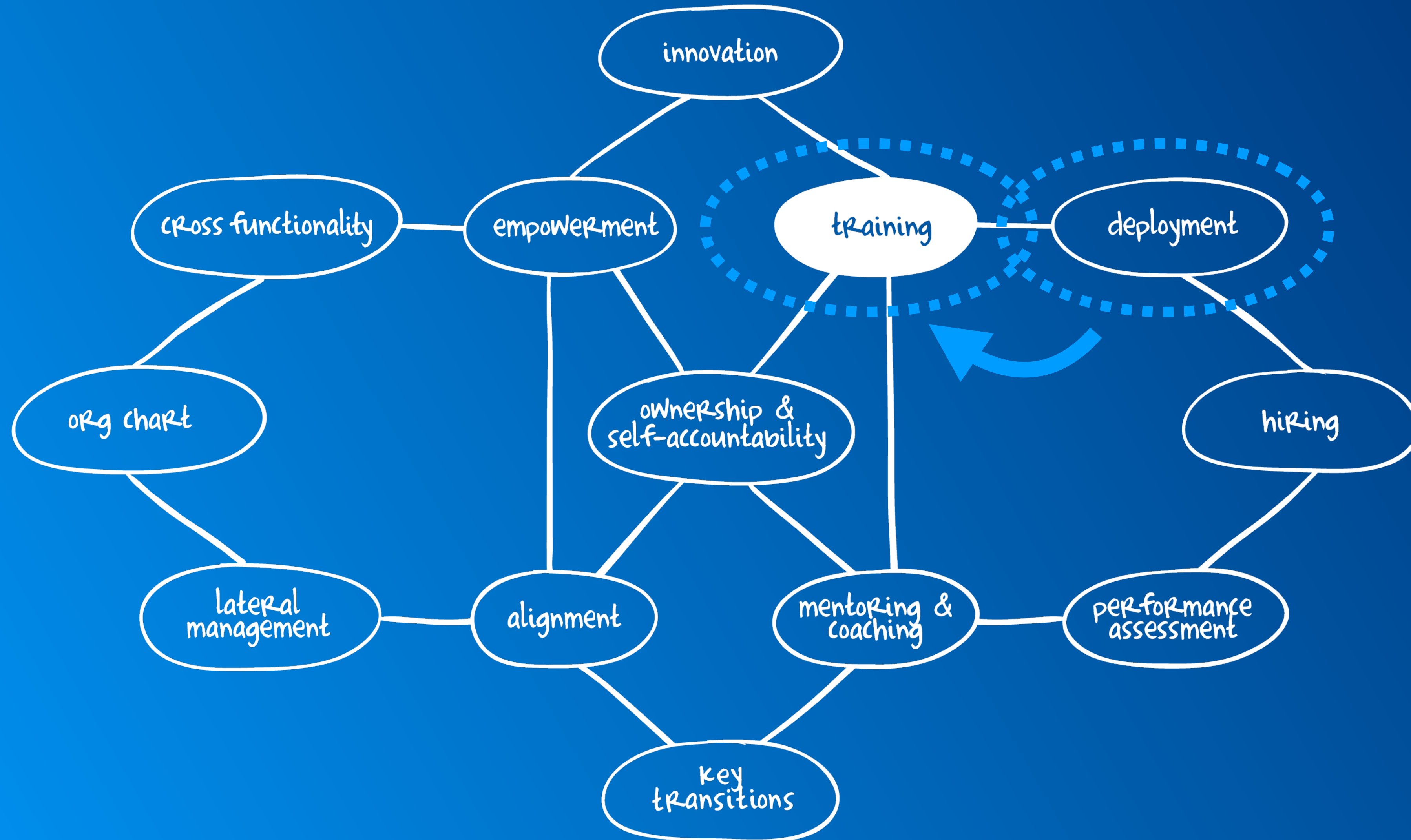
THE PREDICTABLE SUCCESS MODEL



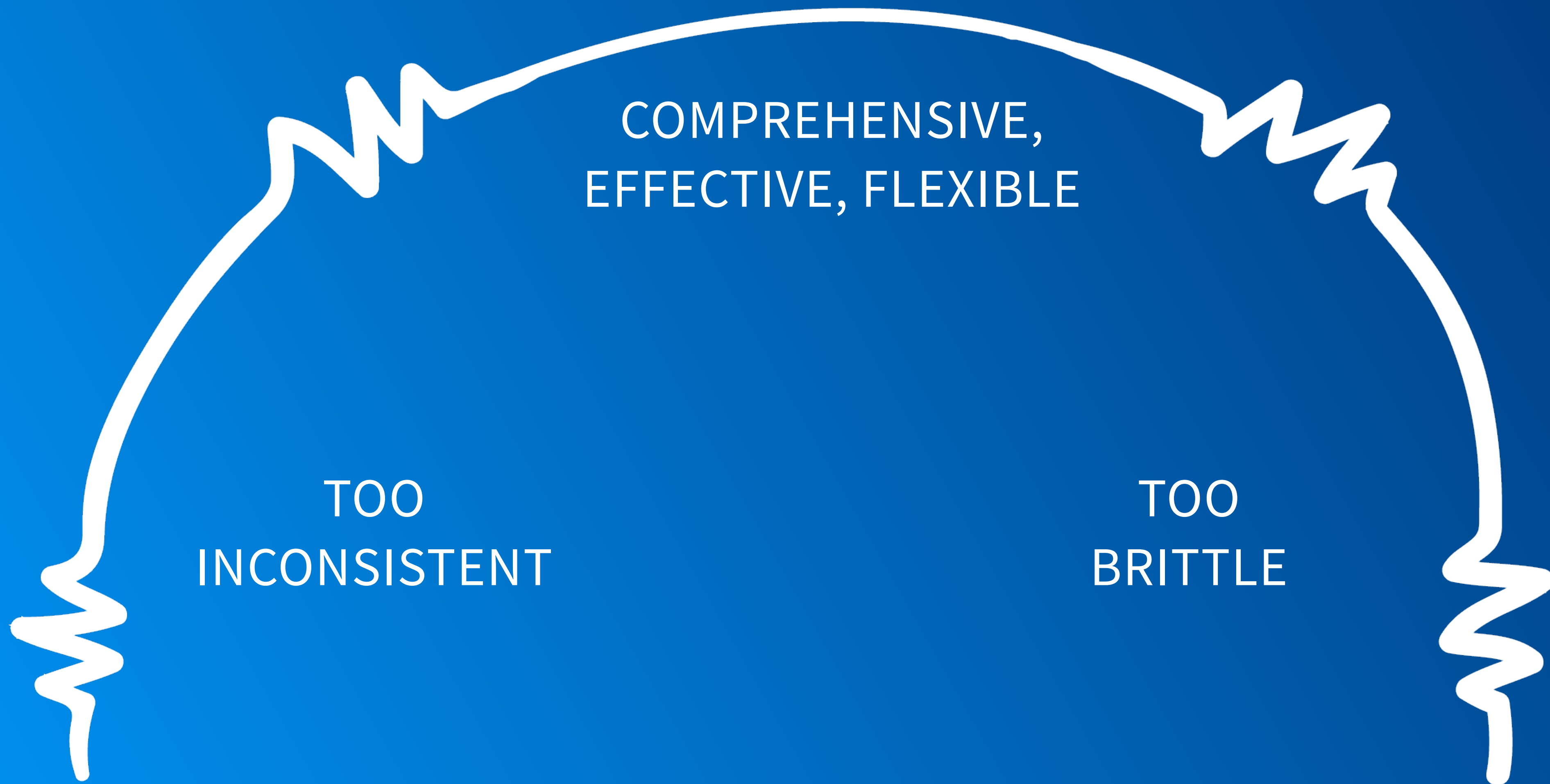
HIGH-QUALITY TEAM-BASED DECISION MAKING



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



TRAINING IN PREDICTABLE SUCCESS



THE FIVE KEY FACTORS

THE BUILDING
BLOCKS OF
EFFECTIVE
EMPLOYEE
DEVELOPMENT



KEY FACTOR #1

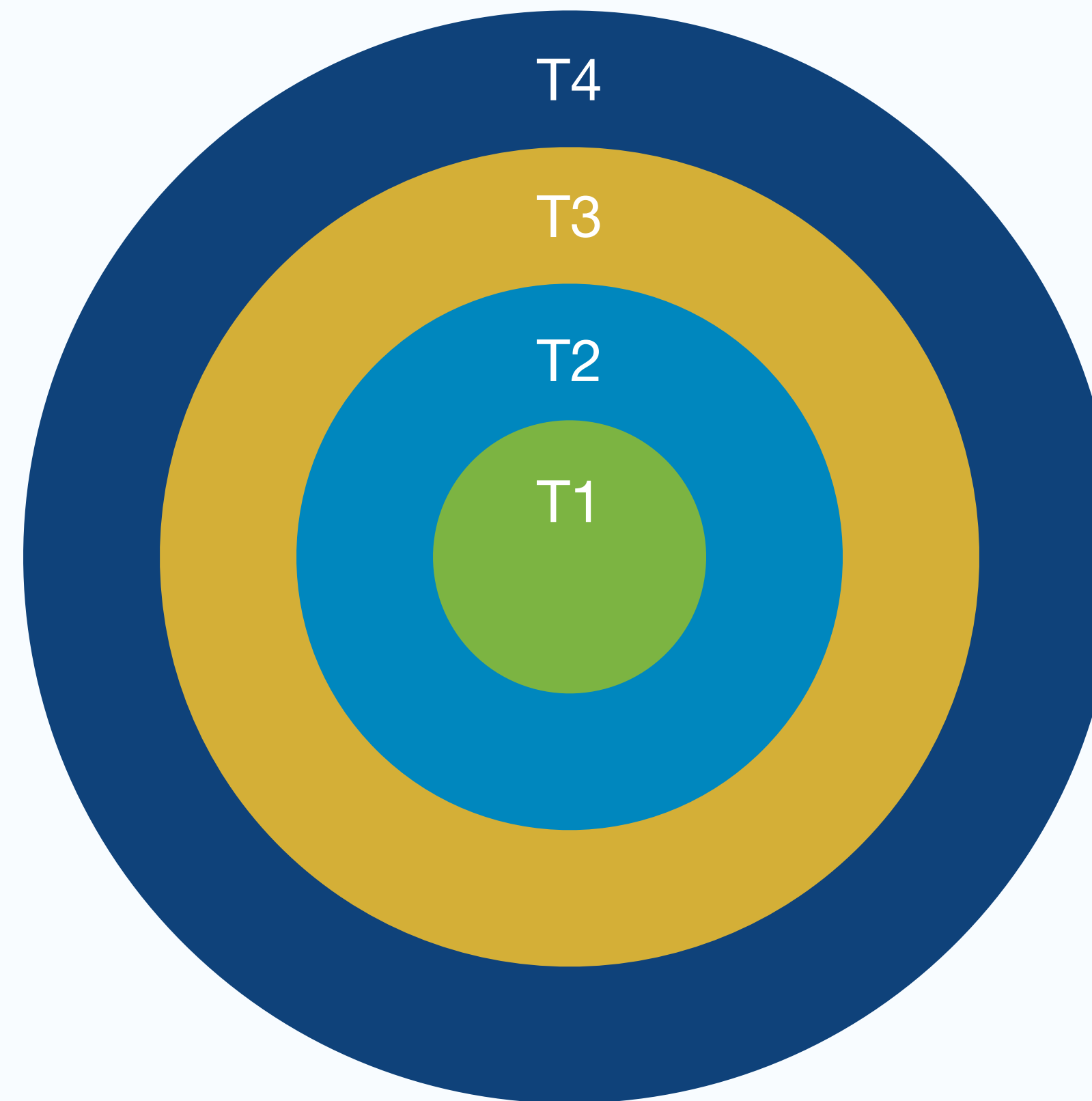
CORE CURRICULUM ON CORE ACTIVITIES



CORE CURRICULUM

FOUR MAIN ELEMENTS:

‘Torus’ (plural Torii) = doughnut shape



T4 = Individual contributors

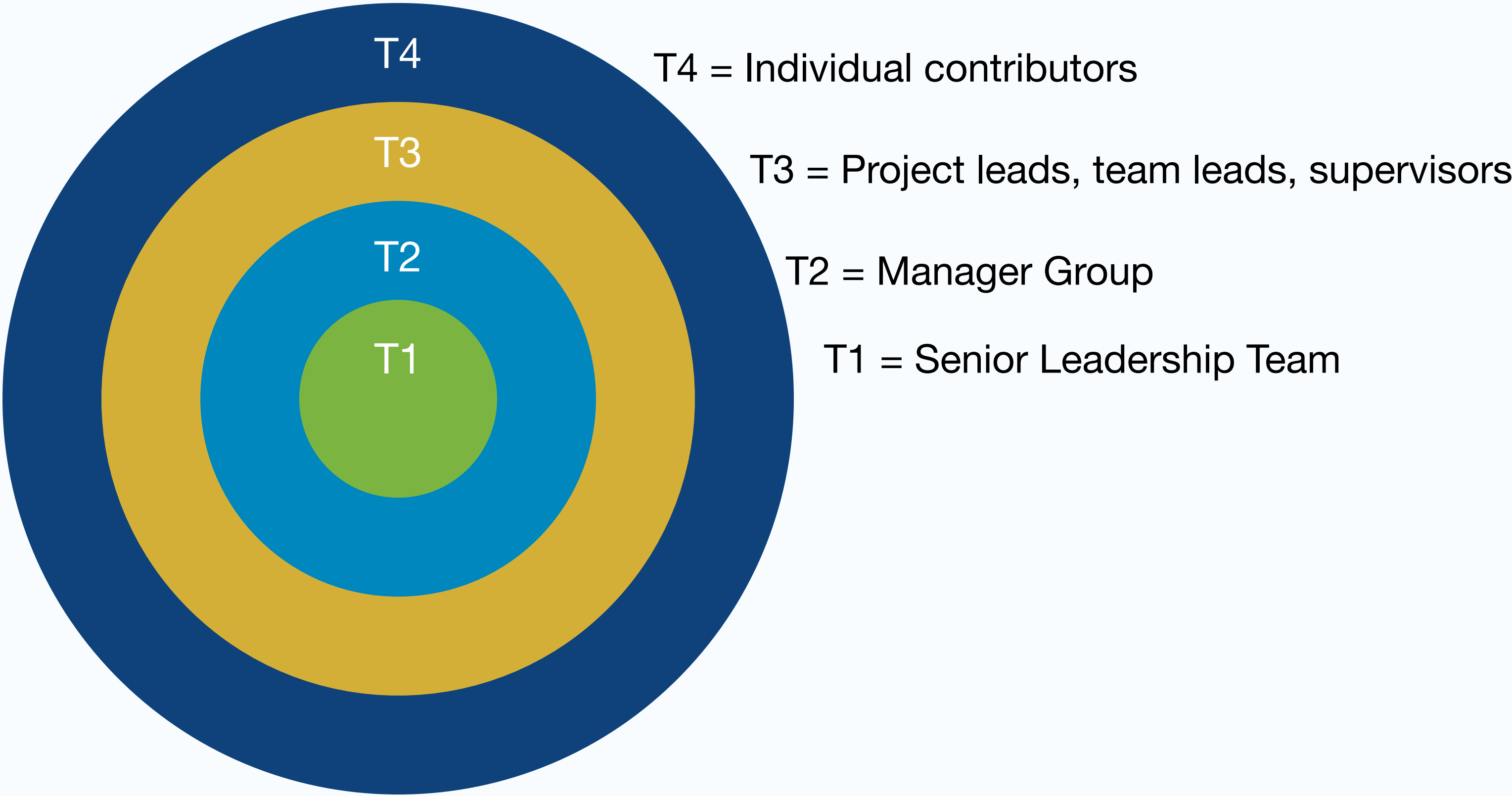
T3 = Project leads, team leads, supervisors

T2 = Manager Group

T1 = Senior Leadership Team



CORE CURRICULUM



KEY FACTOR #2

DEVELOPMENTALLY BASED



DEVELOPMENTALLY BASED

FOUR MAIN ELEMENTS:

1. Core skills ('must-do's')
2. Core behaviors ('must haves')
3. Developmental skills
4. Developmental behaviors



Hiring Imperative

Performance Assessment Imperative



KEY FACTOR #3

SOCRATIC IN NATURE



SOCRATIC IN NATURE

FOUR MAIN ELEMENTS:

1. 70 / 20 / 10 ratio (*CCL*)
2. Dialog, not monologue
3. Deep use of case studies, role plays, worked examples and group exploration.
4. Donald Kirkpatrick's Four Levels of Learning:
 - Reaction, Learning, Behavior, and Results



KEY FACTOR #4

EXPLAIN 'WHY' AS WELL AS 'HOW'



EXPLAIN 'WHY' AS WELL AS 'HOW'

FOUR MAIN ELEMENTS:

1. Understand the why.
2. Model the why first, not the how.
3. Train the behaviors, not just the tasks.
4. Measure training success by '*why achievements*', not '*how compliance*'.



KEY FACTOR #5

INVOLVEMENT OF SENIOR LEADERSHIP



INVOLVEMENT OF SENIOR LEADERSHIP

FOUR MAIN ELEMENTS:

1. The least effective training model is one that is HR-owned and implemented.
2. Better, but unsustainable in the long term is the '*enthusiastic manager-led*' model.
3. Also better, but patchy and potentially dangerous, is the '*rock-star leader culture*' model.
4. Best is a sustained enterprise commitment to world-class employee training supported by consistently participative senior leadership team.



Goals

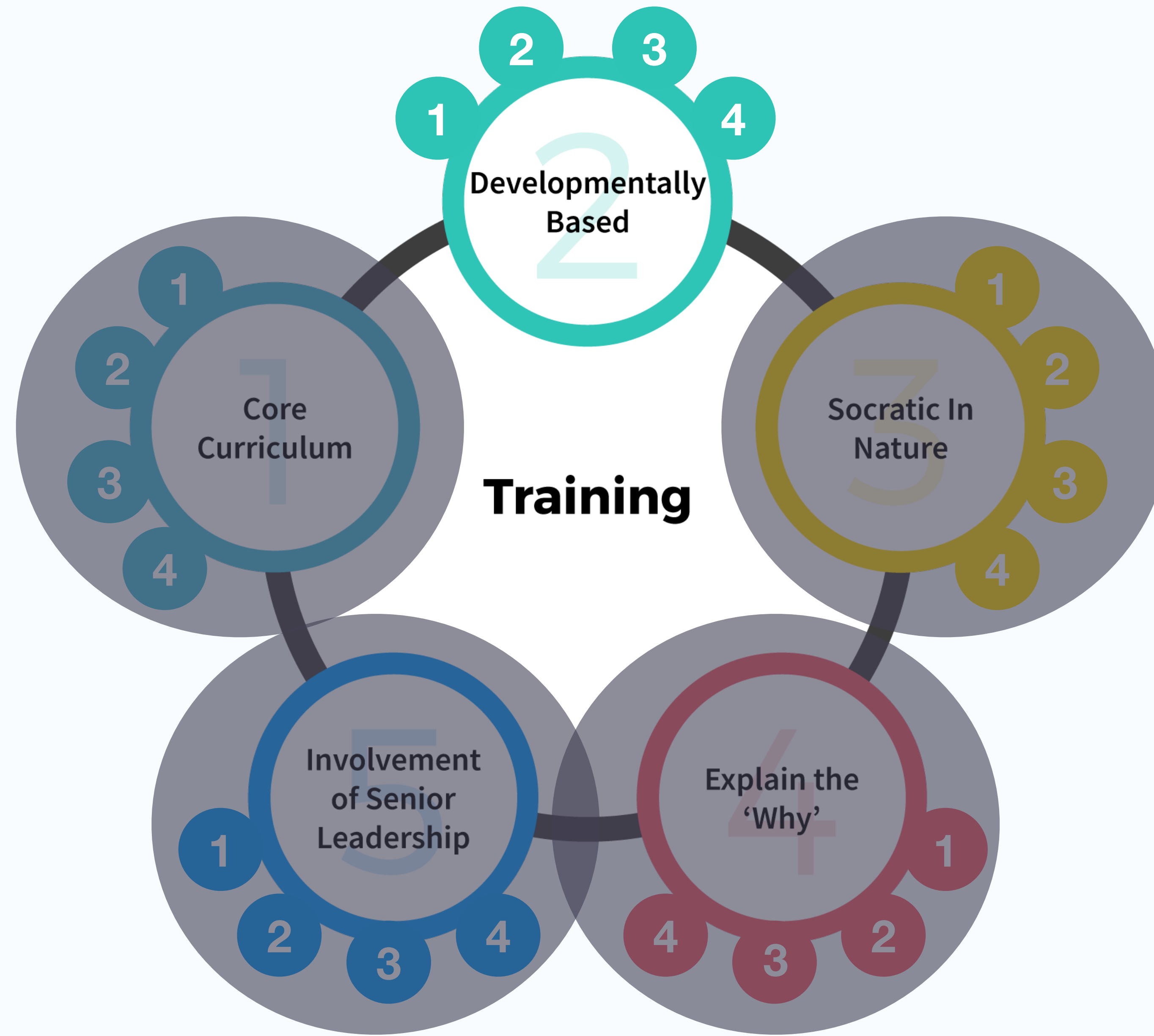


IMPLEMENTATION QUICK-START

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NO / LITTLE EXISTING PROCESS



NO / LITTLE EXISTING PROCESS



ESTABLISHED EXISTING PROCESS

GROUP EXERCISE

QUESTIONS FOR YOU AND YOUR TEAM

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



NEXT STEPS?

**How to Build an Employee
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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 TRANSFORM YOUR ORG
CHART SO YOU CAN SCALE YOUR
ORGANIZATION

JANUARY 11 @ 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!**

LEADERSHIP DEVELOPMENT PROGRAM

We've created a four-track leadership development that you can take and use as a starting point

CONTENT MASTERY CHART

Different levels of leadership require different levels of leadership skill, and we've mapped it all out for you.

FREE CONSULTATION

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



Q & A

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



LET US HELP YOU

**FAST TRACK YOUR PROGRESS
TOWARD PREDICTABLE SUCCESS
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SCAN ME

