

ca ADVANCEsm

Maximize your management and leadership effectiveness.

ADVANCE



What Is **ADVANCE**?sm

A program to develop effective and high-performing leaders and managers.

- A 6 month, individually tailored development program for each participant based on organization feedback.
- An opportunity to meet, work with and learn from other managers and owners from diverse industries.
- An exposure to key concepts that are the foundation for effective strategy and execution in any business seeking to lead in its market.

Questions For You:

- Are you a “healthy leader”?
 - 1) Forming and forging your team?
 - 2) Setting the direction?
 - 3) Establishing culture and values?
 - 4) Holding self and staff accountable?
 - 5) Communicating effectively?
 - 6) Removing barriers to team success?
- Are your direct reports performing up to their full potential?
- Does anyone need to “step up” their management and leadership?
- Do you have a true “team” or a group of non-aligned, talented people?
- Are you optimizing the six elements critical to effective strategy and market leadership?

Who Is It For?

- Owner/CEO or senior manager seeking a significant change in personal, team and organization performance.
- Owner/CEO or senior manager looking for a structured process to achieve market leadership.
- Any manager responsible for the performance and output of a team.
- Any individual within an organization looking to improve skills and “step up” in performance.

What Do You Get?

- Improved leadership and management capability.
- System for setting clear goals and holding team members accountable.
- Processes and tools to improve your personal productivity.
- Clear feedback from your organization to show how you are perceived by those around you.
- Techniques to focus time and energy on the vital issues critical to personal and business success.

What Does *Your Company* Get?

- Increased bottom line profit from:
 - Enhanced individual and team productivity.
 - Greater accountability to vital goals.
 - Focused development of the 6 elements critical to market leadership.

Please call today to discover how...

ADVANCEsm

can help you and your team improve management, leadership and the bottom line.



Comer & Associates, LLC

303-786-7986

or: 888-950-3190

www.comerassociates.com

Jerry Comer

Jerry Comer spent 19 years in corporate engineering, marketing, sales, operations and management before launching his consulting practice in 1993. He develops "healthy organization" solutions in areas key to corporate success.



- Coach and train leaders
 - Confident, grounded, effective.
- Build effective teams
 - In sync, communicating, high-performing.
- Get everyone aligned around a viable strategy
 - Engaged employees, competitive advantage.
- Ensure excellent execution
 - Efficient, growing, profitable.

Jerry@ComerAssociates.com

Kate Ripp

Prior to starting her practice in 2000, Kate Ripp spent over 20 years in management and leadership roles. She sets managers and teams up for success by giving them the support, systems, and tools to act consistently to hit mission critical goals.



Strategy Execution

- Ensure alignment around a common set of business objectives
- Generate accountability, less conflict and more collaboration

Management and Leadership Development

- Shore up ability to think and lead strategically
- Build capacity to manage and lead in his/her own unique style.

Kate@ComerAssociates.com

Satisfaction Guarantee

If you are not completely satisfied with **ADVANCEsm** by the end of the 26-week program, we will refund the entire fee or issue a credit for a future participant.

Preparation

- A complete 360-degree assessment in advance of the workshop for both personal performance attributes and business competencies.
- DiSC personal profile assessment to understand your unique behavioral style.
- Prana Line of Sight Business Indicator™ assessment to shed light on your organization's readiness to achieve market leadership.

Workshop

- Three-day off-site workshop with managers and leaders from other companies and industries.
- Workshop sessions:
 - Goals and accountability
 - Build and maintain a high performing team
 - Individual and team problem solving
 - Communicating for influence and maximum effect
 - Decision making
 - Leadership
 - Strategy and planning
- Resource Materials on skills and principles important to management:
 - How to run an effective meeting
 - Delegation for efficiency and empowerment
 - Managing change in a volatile environment
 - Time management for maximum productivity

Follow-Up

- Six follow up meetings and coaching sessions to ensure maximum potential for learning and to hold participants accountable to their goals:
 - One-on-one program review with participant and supervisor
 - 45 days - Small group video meeting to review progress
 - 90 days - In-person, team meeting for accountability and to set new goals
 - 135 days - Small group video meeting to review progress
 - 180 days - In-person, team meeting for accountability and to set plans for longer term success
- Prior to the final team meeting at 180 days, we redo the 360-degree assessment to gauge progress and establish the foundation for ongoing development

Optional Support

- Enrollment in Mindshop Online, a secure online platform to provide virtual coaching and online training for both personal and professional growth.



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