

# LEADERSHIP DEVELOPMENT

## Building Stronger Organizations – Leader by Leader

Our proven leadership development approach, tailored to your people and your organization, gives current and aspiring leaders the insight and techniques to become extraordinary leaders at all levels of their organization.



*"Through the Nally Ventures' (LYWS) sessions, I learned to recognize not only my own personality traits and why I think and respond the way I do, but also to understand other personality traits in order to get the most out of effective communication."*

Chuck Derickson  
Engineering Project Manager  
ALOFT AeroArchitects

## Lead By the Book? We Say Lead *Beyond* the Book

Far more leaders are made than born. But just how do you make someone a great leader? You can find thousands of books on every possible facet of leadership. Would reading them all make someone great? They may know a lot about great leadership, but that's no guarantee they can put that knowledge into practice. On the job. With their people, their circumstances, their constraints. Day after day.

Our programs focus on forging that vital connection between knowing and doing by emphasizing four critical factors: self-awareness, awareness of others, the essentials of leadership, and the art of leadership.

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*"Our programs challenge you to think differently. You'll be challenged to come up with a solution and articulate its impact on you as a leader and on your team, and what would make it meaningful and measurable. You'll be asked to take accountability for the solution and commit to it as a next step before you leave. The goal is new self-awareness, new knowledge, new confidence, and new capabilities, so you can say, 'I know how to solve this problem now.' And that will benefit you and your team"*

Mike Nally, Founder & CEO  
Nally Ventures

## Lead Beyond the Book *continued*

**Self-awareness** of one's own strengths, challenges and needs is an essential baseline for anyone who wants to grow as an individual and as a leader. This also includes awareness of your role in how others perceive you and interact with you.

**Awareness of others'** strengths, challenges, needs, filters and temperament, realizing they may be different from your own, is how you improve your impact and effectiveness as a leader.

**The essentials of leadership** are the competencies associated with effective management. These are fundamental, but not enough on their own.

**The art of leadership** is about taking ownership, consciously choose how you spend your time, talent and treasure (i.e. \$) every day and practicing accountability, resourcefulness, resiliency, a *whatever it takes* attitude and a *no excuses* approach.

## An Encompassing Approach

In practice, the traits associated with effective leaders span the four critical areas our programs focus on.



### Self-awareness

- Takes accountability
- Acts with necessary urgency
- Is trustworthy
- Is aware of how personal perspectives impact others
- Represents company culture

### Essentials of Leadership

- Creates and communicates detailed plans
- Meets business objectives
- Delegates effectively
- Prioritizes time, budget and talent effectively
- Achieves budget and schedule expectations
- Negotiates effectively

### Awareness of Others

- Is an effective communicator
- Creates and develops productive work relationships
- Manages business conflict successfully
- Maintains customer satisfaction
- Values other people's thinking

### Art of Leadership

- Engenders confidence
- Motivates people through their example
- Creates new valuable business opportunities
- Creates mutually beneficial relationships with customers
- Anticipates important business problems and proactively seeks solutions
- Inspires others to want to work with them

## Built from Leading Practices; Customized for Your Leaders

Our programs draw from best practices in business, academic and military leadership development programs. They can be customized to meet the objectives, resources, timelines, strengths and culture of your organization, as well as match the learning styles of your participants. Our team has worked in a variety of environments and situations and is able to adapt to the nuances of any organization.

Because no two people or organizations are the same, we don't believe in a one-size-fits all approach to professional development. Any organization has leaders at multiple levels, from team managers to CEOs. They have diverse backgrounds, experiences, education levels and personality types. That's why we offer an expansive portfolio of programs that enable individuals to leverage their distinct strengths and talents for personal improvement, which in turn leads to organizational improvement.

## Varied and Engaging Programs

Based on the tenets of adult-accelerated learning, our programs incorporate a variety of techniques that appeal to a variety of learning styles to maximize participant engagement. We use group-led discussions, Socratic methods, and multimodal stimulus such as hands-on exercises, videos, audio and role-playing throughout our training. We promote collaboration among learners by integrating real-life workplace challenges and problems. We can deliver online, in a classroom, one-on-one or in a hybrid format. We have created and delivered a broad range of customized programs that address all levels within an organization, including:

- Owning Ownership
- Communication Catalyst
- Motivation and Appreciation
- Effective Delegation
- Reframe Your Thinking
- Leading a Tough Conversation
- Personnel Development
- Characteristics of Effective Managers
- Temperament Traits
- Managing Conflict
- Project Management
- Root Cause Analysis



## Bottom-Line Results

We know that our proprietary principles, training methods and programs work because we have put them to test. With every program we deliver, we believe in measurable results—both in the short term and the long term. We take pride in our reputation for maximizing our client's training investment.

For example, a custom program we created for ALOFT AeroArchitects realized the following results:

- All 30 participants passed a certification in Six Sigma and Lean principles prepared by a Master Black Belt.
- 80% of program participants were able to successfully deliver an improvement project that met the program's rigorous standards and created a meaningful, measurable and sustainable impact on the organization's capabilities and profitability.
- The program was credited with creating a higher than expected increase in the company's financial projections in the year of the program, and the company believes the investment had a positive ROI.

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## Bottom-Line Results

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Other leaders comment on the qualitative impact of their investment:

*"Getting the entire management team using the same common language, so when we take about willing, able, committed and available, we can all sit down in a room and discuss things using the same word—it's a big deal. That small group is really becoming invaluable to the success of the company."*

Rebecca Shimkus  
CEO  
Commonwealth Trust

Individual leaders also report positive personal impact:

*"One valuable takeaway has been how to focus on objective analysis and reframing. Instead of simply feeling frustrated about a situation or throwing your hands up, you learn how to affect the situation going forward—what you have the ability to influence and where you can make a difference."*

Katie LaCelle  
Financial Management  
Deputy Director  
Definitive Logic



**Nally Ventures Team Members** (L to R): Jen Walls, Mike Nally, and Taylor Jachimski

## By Leaders, For Leaders

Nally Ventures, formerly Lead Your Way Solutions, was founded in 2003 by Mike Nally with the mission of helping people and organizations reach their full potential by creating knowledgeable, capable and confident leaders. Nally Ventures provides leadership development programs, leadership alignment consulting, leadership seminars and workshops, leadership challenge programs for business leaders and entrepreneurs, leadership assessments, executive coaching and executive search services.

Mike is a former U.S. Army Ranger and has a B.A in Military History from University of Maryland and an M.A. in Organizational Leadership from Gonzaga University. Having served in leadership positions continuously for the past 35 years as a senior executive, entrepreneur, and member of numerous non-profit community organizations, Mike is an ardent student, practitioner and teacher of responsible, inspirational leadership. Through Nally Ventures, he delivers on his commitment to helping leaders at all levels reach their personal professional goals and become better able to serve their teams and organizations effectively and responsibly.

**Let's work together to develop your leaders to be their best.**

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