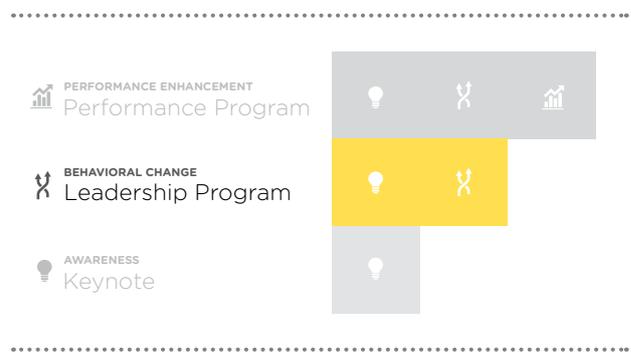


# Multipliers Leadership Program

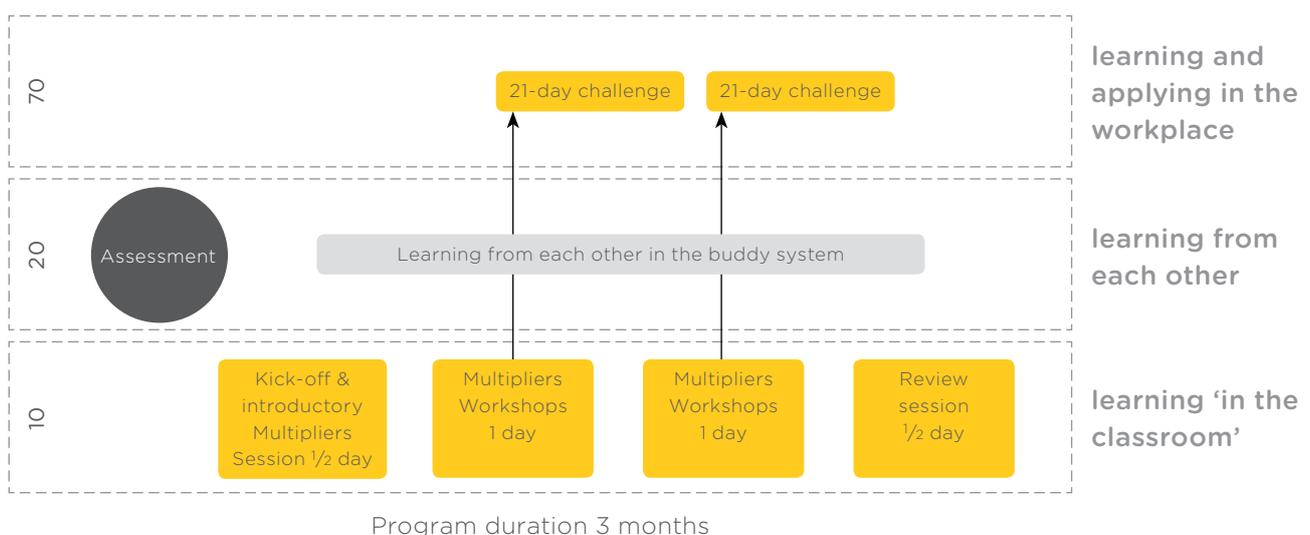
Help leaders to become Multipliers and so gain greater access to the talent and intelligence within the organization.

The Multipliers Leadership Program is a state-of-the-art leadership program based on the Multipliers concept. In this program, which includes regular opportunities for contact, independent study and reflection, leaders are made aware of their own Multipliers and Diminishers behaviors and where their development potential lies. Participants learn how to increasingly integrate Multipliers behavior in their leadership style and so to utilize the talents and capacities of employees to an even greater extent. The following leadership disciplines are covered:



- **Manage talent:** Recognizing and utilizing the talents of employees more effectively.
- **Create work climate:** Creating an intense and motivated working culture in which employees are given the space they need to excel.
- **Set direction:** Learning how to challenge and stretch the team, enabling them to grow.
- **Make decisions:** Learning how to make better decisions with more support from the team.
- **Deliver results:** Learning how to make others responsible for achieving results and being accountable for them.

We work using the 70:20:10 model, because this maximizes learning and ensures a high impact in terms of changed behavior in day-to-day practice. This means that the Multipliers Leadership program is designed to ensure participants learn to apply the Multipliers behavior in their own working environment.



# STRUCTURE OF THE MULTIPLIERS LEADERSHIP PROGRAM

## 360° Assessment

Before the kick-off session, all participants undergo a 360° assessment. This extensive assessment consists of 72 questions that are answered by the participant and approximately 5 other respondents (preferably employees). These questions cover the full spectrum of Multipliers and Diminishers behavioral traits. The report gives a score of Multipliers and Diminishers behavior within the various disciplines. This provides an effective insight into the individual development potential that leaders will work on in a targeted way during the program.

## Kick-off & introduction to Multipliers

During the Multipliers Leadership Program kick-off session, participants are given a thorough introduction to the Multipliers concept. Participants gain awareness of the impact that Multipliers behavior has on both the team and the organization. They experience what it is that Multipliers do differently, enabling them to be much more effective in utilizing the talents and potential of people in the organization. They learn about the actions of Multipliers and gain an understanding of the behavior of 'Accidental Diminishers'. Leaders also explore the underlying causes of their own diminishing behavior, Accidental or otherwise. Of course, the kick-off session also provides an opportunity to get to know the trainers. The trainers provide further explanation of the program structure, the interim assignments and preparation for training days.

## RESULTS?

- Greater understanding of the strengths and weaknesses of your own leadership style.
- Leaders are given concrete suggestions to enable them to develop more Multipliers behavior, so they can create a challenging culture that utilizes the talents and capacities of employees more effectively.
- Putting theory into practice: in addition to the intensive workshops, participants are given concrete business assignments to apply the Multipliers behavior in their own working environment.

## Multipliers Workshop day 1

During the first day of the workshop, the leaders will tackle three of the five Multipliers behaviors within the following leadership disciplines:

**Set directions:** Learning how to challenge and stretch employees, enabling them to grow.

**Create work climate:** Creating an intense and motivated working culture in which employees are given the space they need to excel.

**Deliver results:** Learning how to make others responsible for achieving results and enabling them to take ownership.

## 21-day challenge

Between Workshop day 1 and Workshop day 2, participants begin to apply the Multipliers behavior. They practice applying the behavior they have learned. They are also given concrete business assignments to work on with their team. A buddy system is used to encourage peer learning and accelerate development.

## Multipliers Workshop day 2

We start the second Workshop day by reflecting on experiences in practice. We then tackle the two other Multipliers behaviors within the leadership disciplines:

**Manage talent:** Recognizing and utilizing the talents of employees more effectively.

**Make decisions:** Learning how you can make better decisions with more support from the team.

## 21-day challenge

After the second Workshop day, participants again apply the Multipliers behavior in practice.

## Review session

During the review session, we reflect on what has been learned during the Workshop days and on the experiences of applying the Multipliers behavior in the day-to-day working environment. We focus on what participants still need in order to advance even further as Multipliers.

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## Want to know more?

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