

Leadership Management® International, Inc.

Developing Leaders to Succeed

"Developing Leaders and Organizations to Their Full
Potential!"

info@lmi-inc.com || www.lmi-world.com || (254) 776-7551

By Jonah Erbe and Randy Slechta



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The One Choice that Could Make or Break Your Company

Is Your Organization Producing Challenging Leaders or Group-Thinking Followers?

It's no secret that companies need leaders. What is not surprising then is that leadership development is where many companies spend a large portion of their money (\$166 billion annually) on training. However, if companies are continually spending money on training and developing their people, why then is there such a substantial gap in qualified leaders?

93%

Managers need development on coaching employees. However, the majority of organizations spend less than \$4,000 per year on leadership development.

77%

Organizations overall are currently experiencing a leadership gap.

56%

Organizations are not ready to meet leadership needs.



There is a massive gap between current leadership and new, younger talent. For organizations to succeed, this gap must be bridged.

The Problem with Leadership Development

In a world where budgets are tight and competition is fierce, ROI is more important than ever before. The common practice of most companies today is to bring in a trainer for a one, or two, day training session with their team. During these few hours of meeting, there is not much discussion or participation, just lectures on basic leadership principles and ideas.

Information overload usually kicks in for most employees, and little (if any) information is actually remembered. According to information released by the University of Waterloo, people forget about 98% of what they learn after just one month!

With all the money being spent on "training," is a 1-2% boost in knowledge actually worth it?

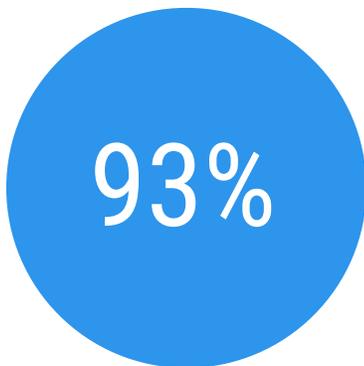


CEOs believe current development initiatives have a clear impact on their business.



Spent on leadership development in 2019

Leaders Need Development



Of managers need training on coaching employees

Leaders need and are crying out for more development. More and more unqualified employees are being thrust into leadership roles with no prior understanding of what a successful leader needs.

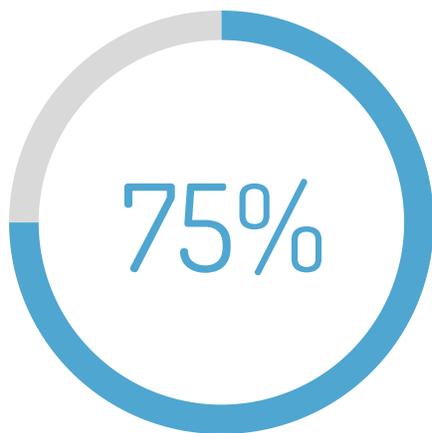
What is even more alarming is that an incredibly small number of leaders believe the leadership training they have received is even relevant. Something must change.

"Business leaders must become what we call infinite learners – those who not only enjoy learning but feel a constant need to acquire new skills." – Reid Hoffman, Harvard Business Review

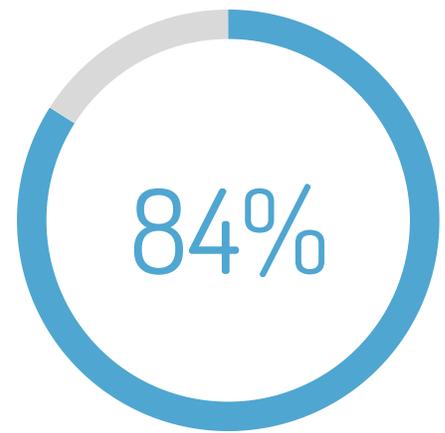
There's No Time to Waste

Whether we want to admit it or not, the workforce is aggressively changing every day. Sooner than later, the leadership that has been in place for years will be gone. This means new leaders will take over.

Are those leaders prepared? If not now, when? Action must be taken now to prepare companies for the future.



Of the workforce will be Millennials by the year 2025.

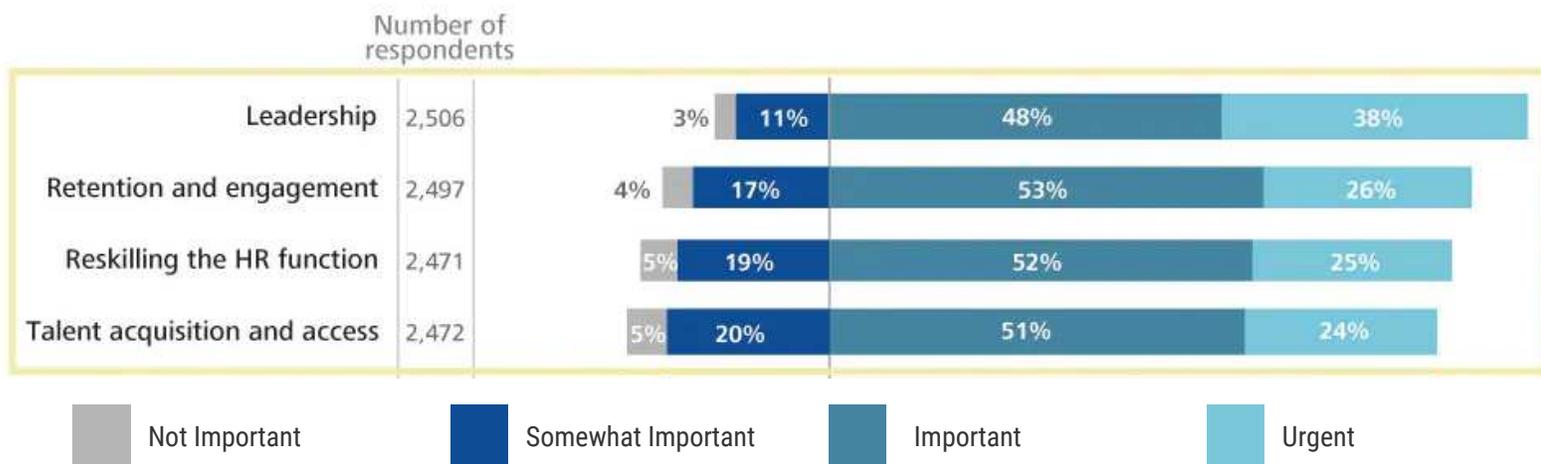


Of organizations anticipate a shortfall of leaders in the next five years.

Companies Need Leaders – Leaders Need Development

Deloitte conducted a survey that included 2,532 business and HR leaders in 94 countries. The study asked that these business leaders around the world decide which of 12 different global trends are the most important and require the highest urgency. Out of the 12 trends, the top four that were selected all had to deal with filling the leadership gap that has become so evident in companies around the world. Their findings proved the following trends:

- Companies know that effective leadership is needed
- Good leadership must be created quickly before old leadership is gone
- Companies are urgently in need of people to step up and fill roles



If companies know they need leaders and that leaders must be developed to embrace the always-changing needs of 21st century businesses, why then are companies not rapidly developing their people to fill these roles?

The Harsh Reality Companies Face

The Facts

Companies are having a hard time preparing for the future. With more and more Baby Boomers retiring every day, new leaders are having to step up and take on roles they might not be adequately prepared to fill. Those that are required to step up have not been trained to do so. This is misusing money and wasting precious time for companies all over the world in every industry.

The Leadership Gap

There is a massive gap that stands between where leaders should be, and where they currently stand. This can come from lack of training, lack of experience, lack of goals, lack of desire, or lack of personal development. If this gap is not filled on a personal level, companies will suffer the consequences. Turnover rates will rise, costs will skyrocket, and company morale will decrease. Ultimately, companies will be forced to close their doors and thousands of people will be without jobs.

What Can Companies Do?

Companies today have a few different paths they can take toward ensuring the future of their companies:

1

Grow and adapt through development of their employees into leaders.

2

Wait to make a change and fall deeply behind the curve.

3

Not make a change and eventually shut their doors.

The Mental Shift

Development Over Emotional Pep Rallies

What is true leadership today? In the past, where a position or a title was the main requisite of becoming a leader, that is simply not the case today.

Leaders are constant learners.

"Leadership and learning are indispensable to each other."

John F. Kennedy

Leaders gain influence naturally through their qualities, not their position.

"The key to successful leadership today is influence, not authority."

Ken Blanchard

Leaders today inspire others to achieve their maximum potential.

"The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things."

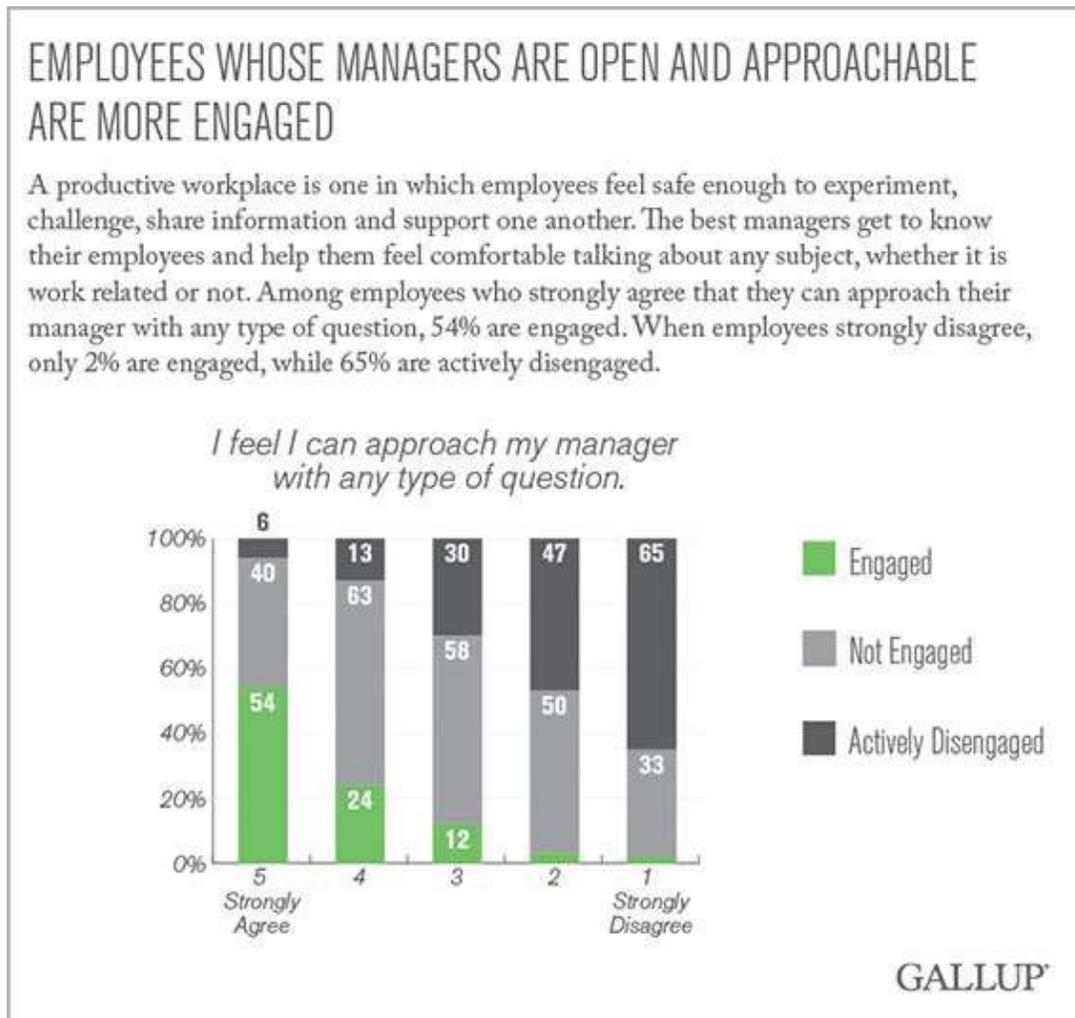
Ronald Reagan

In short, leaders inspire a life-change, not simply an emotional response.

The Mental Shift

Behavior Change Through Consistent Development

Yes, offsite events are great. Consultants are helpful. Catchy phrases help us remember lessons learned. But, these one day "events" do not reflect true behavior change, and they become nothing more than an emotional pep rally.



In a study done by GALLUP, employees were asked to rate on a scale of 1-5 if their manager helps them set performance goals personally and professionally. Among those that answered 5, 69% said they are engaged at work. Of those that said 1 and 2, only a combined 15% are engaged.

This shows that companies must take what they learn from leadership development and continue to develop those lessons within the organization on a continual basis. The more development becomes a lifestyle, the more engaged and equipped employees become.

"Construct your determination with sustained effort, controlled attention, and concentrated energy. Opportunities never come to those who wait ... they are captured by those who dare to attack."

Paul J. Meyer

Companies have a decision to make. With the ever-changing tide of business in the 21st century, leaders throughout the entire organization are needed now more than ever. Companies who have embraced this factual truth will succeed, and those who have not will fail.

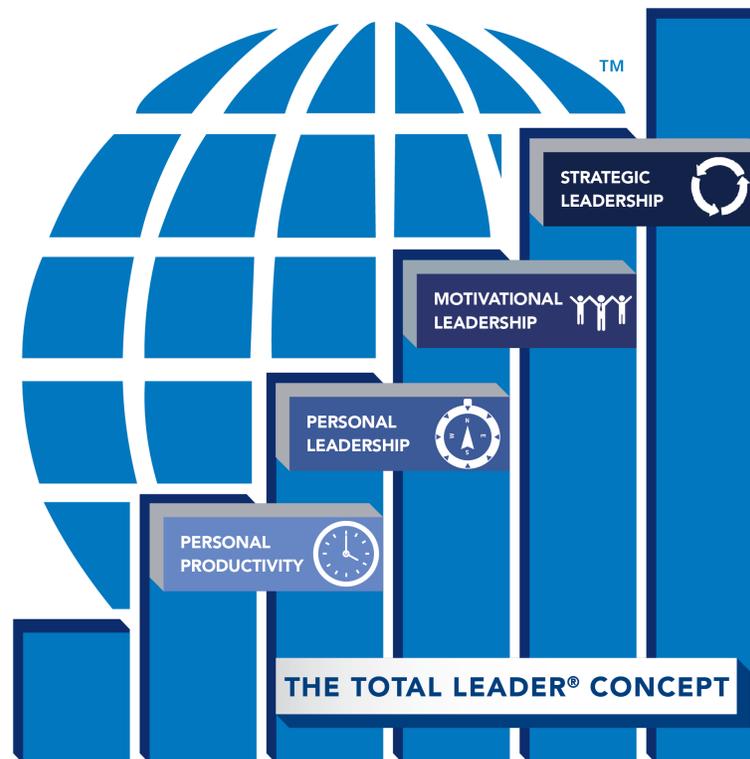
At Leadership Management® International, we have created an all-encompassing leadership development process called the Total Leader® Concept that can prepare any and every leader for any potential challenge or situation.

The Total Leader® Concept

What is the Total Leader® Concept?

For organizations to succeed in the 21st century, they must develop leaders throughout the entire organization. Leadership is no longer a position or a title, but rather a process that every person at every level must practice.

For leadership development to be effective, it must use a complete, integrated, total leadership development process. Leadership development is not an event, a project, or a program. Truly effective leadership development is a continuous, ongoing process.

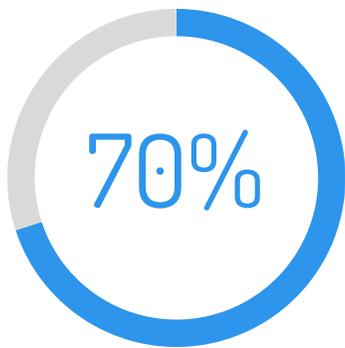


**The best leaders – Total Leaders – excel
at all facets of leadership.**



Effective Personal Productivity[®]

Personal productivity is the foundation of all effective leadership and a basic aspect of human nature, yet many people lack the direction they need to achieve their desired results.



About 70 percent of U.S. workers are disengaged from their workday.



The average employee wastes two full work days per month on social media and other internet distractions.



Actively disengaged employees cost the U.S. \$450 to \$550 billion per year in lost productivity.

Personal productivity is the ability to manage yourself, manage your time, and manage your priorities to operate at maximum performance. It is only when you can optimize your own performance that you are truly able to increase the performance of others.

What would it mean to a company if all of its employees worked to their maximum potential?

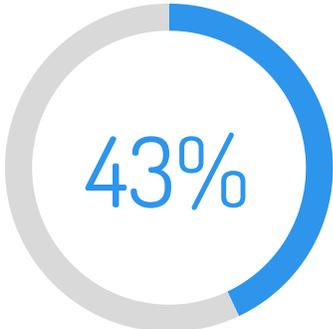


Effective Personal Leadership[®]

Personal leadership is the core of an individual's character. It's a quality that is exemplified when a person represents an organization in the outside world or interacts with others in the organization. Personal motivation and self-image are key to how one performs, responds, and leads.



Organizations that extend development of high-potential talent below senior levels are 4.2x more likely to financially outperform those that don't.



Offices with personally motivated and engaged employees tend to perform 43% more productively than before.



Employees whose managers involve them in goal setting are 3.6x more likely than their counterparts to be engaged at work.

Personal leadership means becoming a Total Person,[®] A Total Person[®] is one who is growing, setting goals, and developing in all six areas of life.



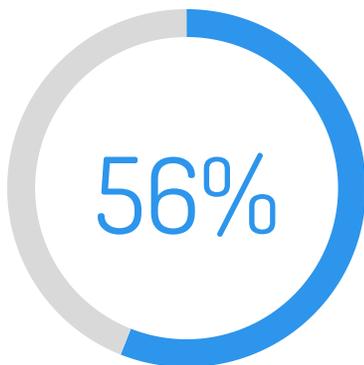
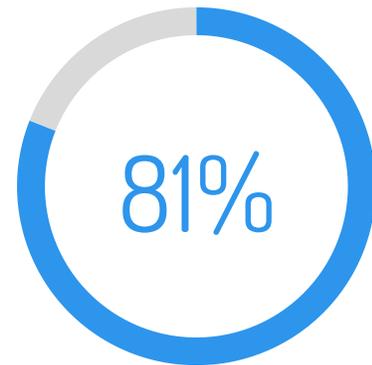


Effective Motivational Leadership®

Motivational leadership is the ability to lead and motivate others; unfortunately, many people lack the necessary traits to execute these skills.

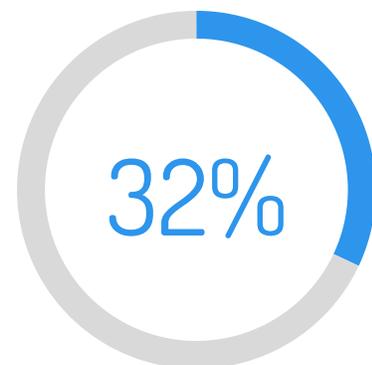
81% of employees reporting to recently trained managers said they were more engaged in their jobs. Other improvements from organizations whose leaders were recently developed included:

- 114% increase in sales
- 70% lower turnover
- 71% higher customer satisfaction
- 90% lower absenteeism



56% of organizations are not ready to meet leadership needs. Too many organizations rely on the same leadership that has been in charge for years with no recognition that 10,000 people are retiring every day. While organizations continue to rely on these leaders, they should be aggressively training upcoming talent on how to lead the company into the future.

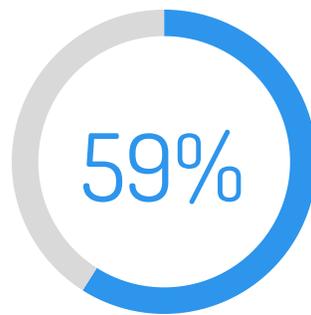
In today's fast-paced job market, high-quality motivational leadership can be a deciding factor in whether top employees stay with the company long-term. 32% of organization's voluntary turnover can be avoided through better leadership skills. With the average cost of replacing an employee being 6-9 months of salary, the cost of poor leadership is simply unacceptable. Through Effective Motivational Leadership® skills can be developed that help close the leadership gap.



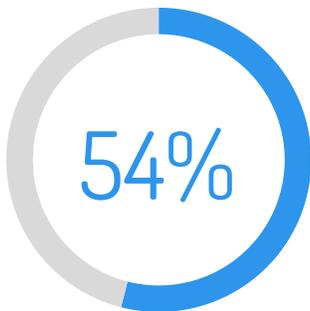
Effective Strategic Leadership[®]



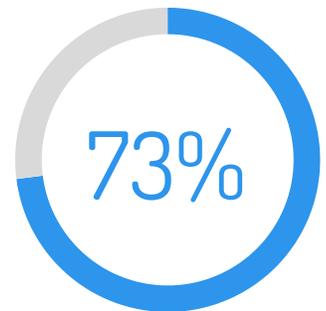
Strategic leadership is the ability to define and develop the purpose of the organization, determine its key strategies, select the right people for the right roles, and oversee the processes required to achieve success. This program assists in the implementation efforts of a company's strategy, mission, and values.



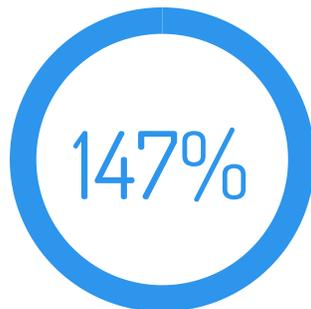
Employees do not know what their company stands for.



Workers who are mission-driven have a 54% higher likelihood of staying at a company for more than 5 years.



73% of employees who work for a purpose-driven company are engaged



Companies with an average of 9.3 engaged employees for every actively disengaged employee experienced 147% higher Earnings Per Share compared to their competition.

**How does LMI® implement
change in organizations so that
they can truly develop their full
potential?**

The LMI Process®

WHAT CAN LMI DO FOR YOU?

The LMI Process®

Success



Results



Behavior/Actions



Attitude/Habit of
Thought



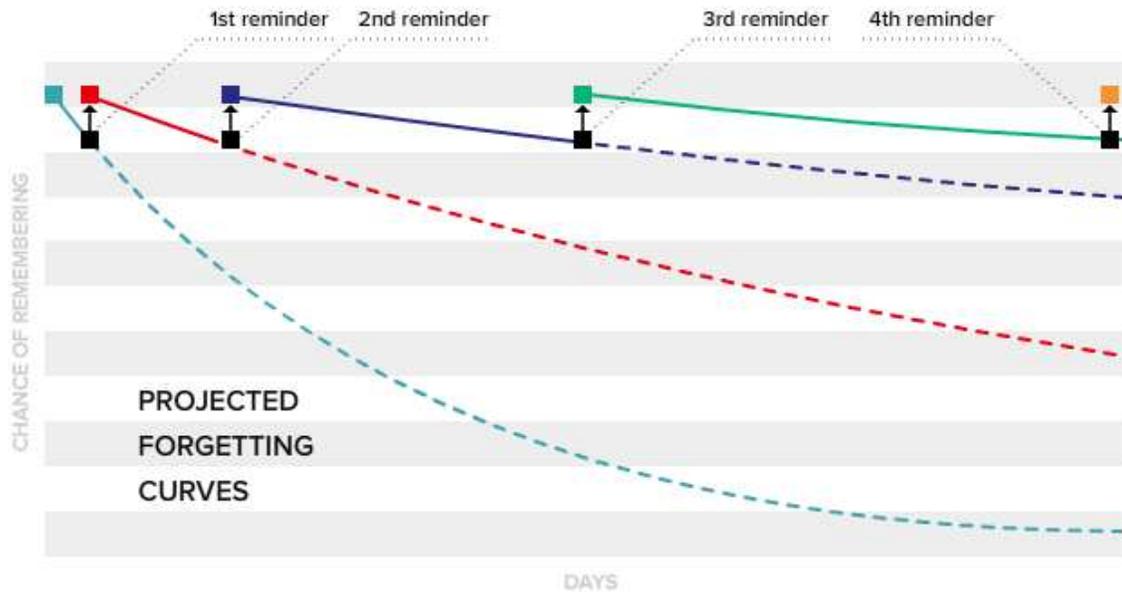
Conditioning



Spaced Repetition

The Key Element

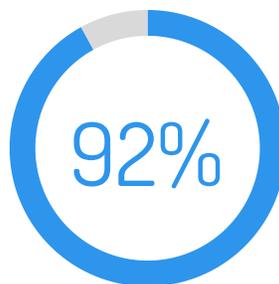
The key to LMI's Process® is the degree to which learning takes place. As mentioned previously, true learning and memorization relies on spaced repetition. The following graph shows "The Forgetting Curve," which shows how much we forget based on how many times we review the information:



As you can see, by reviewing information each and every day using spaced repetition, one begins to actually internalize what they are learning. Instead of letting information fly in one ear and out the other, the information is truly absorbed into your long-term memory bank.

According to Professor Gabe Teninbaum, a Suffolk Law faculty member, "by using spaced repetition, users are projected to remember 92% of the material."

When was the last time participants remembered 92% of a workshop, lecture, or seminar?



Percentage of information that
can be remembered using
spaced repetition



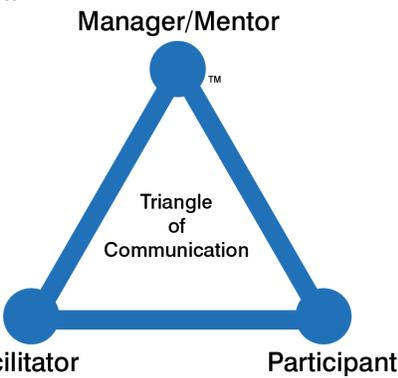
\$420,000

Companies with 100 employees reported an average loss of \$420,000 per year because of poor communication.

The Triangle of Communication

To overcome the communication issue facing many companies we use the Triangle of Communication™ throughout The Total Leader Process,®

The Triangle of Communication involves key individuals in the process weekly, over the entire series of the conferences. This process maintains open communication and enhances the results of the program.



Throughout the entirety of the Total Leader® the participant will frequently meet with their supervisor and the LMI® program facilitator. This process allows open dialogue to take place consistently.

During these meetings, goals, challenges, victories, and results can be openly discussed. Through the Triangle of Communication, conversations are started that develop a stronger connection among coworkers.

Don't let your company fall victim to the plague of poor communication.



**Of workers are truly
passionate about their work.**

**Are you making the
progress you are capable of
making with what you are
currently doing?**

THE LMI[®] OPPORTUNITY

Career Trends – What Workers Want in the Digital Age



72% of Millennials and Gen Z want to start their own business

- Only 16% would prefer a corporate environment
- Must have opportunity for growth
- Possess entrepreneurial spirit



60% of workers say they want to have a positive impact on the world

- Want to contribute to greater good
- Desire to make an impact on people throughout their career



73% of workers see remote work as the norm, not the exception

- This number will only increase in the new age of Covid-19
- With technological increases continuously being released, this vision is quickly becoming a reality

The LMI[®] Opportunity



Flexible Work Environment

You can work from your home, your office, a co-working space, coffee shops, or anywhere else that you are the most productive. You work when and where is best for you and allows you to have an impact on the most people.



Ability to Make an Impact in Your Community

Every day your job revolves around one thing: getting results for your clients. These results can be professional, physical, mental, financial, spiritual, social, or any other category that the client deems important. Your career is focused on changing lives, businesses, and communities.



International Support

With LMI[®] Representatives in over 80 countries around the world, you have an endless supply of people to help and encourage you along your career journey. The LMI[®] business allows you to get to know people from all over the world who are also in the business of changing lives. You are never alone in this business.



Timeless Resources

The LMI Process[®] has changed millions of lives in over 80 countries, in 28 languages, for over 60 years. How we deliver services has changed dramatically over the years, but the process and the results have stayed the same. We facilitate the process of true, life-change that produces immense results every single time.



Ability to Run Your Own Business

To become a truly successful LMI[®] Representative, one must possess an Entrepreneurial Spirit. LMI[®] provides the process, the training, the support, and the coaching. You focus on what matters: changing lives. To build a truly successful LMI[®] business, one is able to recruit and build a team, facilitate print or online programs and meet digitally or in person with clients around the world.

Awards and Recognition

Entrepreneur
FRANCHISE
500[®]
2020

Entrepreneur's 41st Annual Franchise 500 is the world's first, best and most comprehensive franchise ranking. Those franchises honored are recognized for their exceptional performance in areas such as unit growth, financial strength and stability and brand power.

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Entrepreneur

FRANCHISE
500
RANKED
2020

**Leadership Management
International**
RANKED #189

Entrepreneur

FRANCHISE
500
RANKED #1
IN CATEGORY
2020

**Leadership Management
International**
RANKED #1 IN TRAINING PROGRAMS

**TOP 150
FRANCHISES
FOR
VETERANS**

Entrepreneur

**TOP LOW-
COST
FRANCHISE**

Entrepreneur Startup

**TOP 200
GLOBAL
FRANCHISES**

Franchise Direct

Will you join us in our purpose to
*"Develop Leaders and Organizations
to their Full Potential!"*

For more information on joining the **LMI® Global Family**



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Leadership
Management®
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info@lmi-inc.com



1-254-776-2060

"Whatever you vividly imagine, ardently
desire, sincerely believe, and
enthusiastically act upon, must
inevitably come to pass!" ÆPaul J.
Meyer | Founder

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