

MIDDLE MANAGER ACCELERATOR

A results-focused and accelerated leadership transformation

"Strong middle managers are a business imperative. Organizations with top-performing managers yield multiple times the total shareholder returns of those with average or below average managers."

- McKinsey

Middle Managers are the the most critical layer of leadership in every company

Middle Managers directly impact and influence up to 80% of the company.

They are responsible for translating the strategy into action and play a crucial role in shaping the culture, fostering innovation, and driving change.

They are one of the largest factors in employee engagement, attrition, and productivity.

Middle managers account for at least two-thirds of the variance of business unit performance.

"In many respects, middle managers are the ones who actually run organizations."

Struggling middle managers:

- Spend too much time in the weeds
- Struggle to hold their team accountable
- Avoid having performance conversations
- Struggle with change and ambiguity
- Feel overwhelmed and reactionary
- Fail to communicate effectively
- Lose the trust and confidence of their team
- Prevent all leaders above from staying at the right level

"Strong managers can truly revolutionize the way employees show up to work, how they perform, and how the organization performs as a whole."

The Challenge:

Middle managers are frequently the result of battlefield promotions and don't have the training, tools, or capacity to manage people.

You don't have enough time to mentor every manager, and today's business moves too fast to wait for them to figure it out on the job.

Most management training doesn't stick, and within a few weeks, things revert back to the way they were.

The Solution:

The Middle Manager Accelerator quickly and measurably increases middle manager performance.

Grounded in your business goals, the Accelerator provides your managers with the skills and mindsets they need to excel.

The Accelerator is not a training course. It is specifically designed to move the needle.

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The Process:

The Middle Manager Accelerator has one goal: RESULTS. There are multiple components to solve for the reasons most development efforts fail and give your managers the best chance to quickly level up and excel. The components individually and collectively provide managers:



Business Focus

The Middle Manager Accelerator is **grounded in your company's business goals**; and **partners with the ELT** to help your managers understand their role in the company's performance and success.



Self-Awareness

Managers start with **feedback and assessments** to identify their leadership style, strengths, and challenges,



Practical Application

Interactive sessions, peer group exercises, and real-life homework focus on the practical application of the skills being developed.



Coaching

Monthly **Leadership Coaching** sessions help the cohort navigate the successes and challenges experienced when applying learned skills.



Accountability

The Accelerator's **Accountability System** progress and roadblocks; Peer Groups provide additional accountability.



Measured Results

Each manager's **progress is measured** at the end of the Accelerator though feedback from stakeholders.



Comprehensive Support

Coaches and **curated resources** available after sessions; **cohort partners** provide accountability and support; instilled **practice of seeking feedback**; and **ELT involvement and support**

The Details:

- The Middle Manager Accelerator is a six-month, cohort-based journey
- Program cost: \$750 per manager / per month
- Cohorts must have at least 4 managers. There is no maximum.

Guaranteed ROI: If any manager who fully participates does not show measurable improvement, we will continue their 1:1 leadership coaching until they do.

To accelerate your middle managers' success, reach out to Howard Cleveland at howard.cleveland@peoplecap.com or 901.619.2519.