



## Vertical Growth Program

### Leadership Development

Take your team to the next level of performance, engagement and innovation through leadership transformation.



# Executive summary

Disrupt your leadership potential, stretch beyond what you thought possible.



We believe leadership development must make a disruptive, positive impact on the 3 core areas your organisation values most. What we call the **Triple Goal**.

## 1. Great Performance

Up the game on your ability to deliver on your vision. Reduce waste, increase quality and deliver higher returns to your stakeholders.

## 2. Great Learning

Develop a culture that sustainably and effortlessly disrupts itself, where fast and deep learning become a part of your DNA.

## 3. Great Workplace

Engage hearts and minds. Create a workplace that is a net positive on wellbeing and belonging. A workplace that literally builds joy.

By providing a multi-touchpoint feedback and assessment process, along with vertical growth learning rituals repeated and embedded over time, leaders learn to overcome the unconscious behaviour patterns getting in the way of achieving a disruptive leap in performance. Built from the world's most researched leadership practices, this program is proven to deliver award winning cultures and business turnarounds.

# Who is this program for?



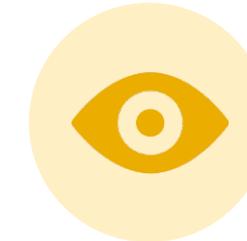
Organisations that need to transform their performance and innovation DNA



Leaders that need to transform team performance, pace of learning & engagement



Organisations wanting a world-class leadership pipeline & best employer recognition



Organisations driving an ambitious new vision that requires new ways of working



Culture that is burning people out



Organisations integrating a newly acquired company

# Your leaders will learn how to



- 1 Implement the world's most researched leadership practices.
- 2 Foster psychological safety and create a feedback culture within their team and organisation.
- 3 Implement ritualised learning processes that ensure the embedding of values and behaviours that support the triple goal.
- 4 Unlock deep change resistance within themselves and others. Participants will gain a new understanding of their own personal and professional challenges and learn how to overcome them to achieve their full potential
- 5 Create an environment where it's easy to talk about what gets in the way, not just what we can do better. By addressing the root causes of problems. participants will develop a proactive approach to problem-solving that leads to sustainable change and high performance.
- 6 Develop emotional regulation skills - the single most important skill needed to transform behaviour. By learning to regulate their own emotions. participants will be able to lead with empathy and create a positive, inclusive culture that fosters growth. innovation and wellbeing.

# The Vertical Growth Program itself derives its content from the following core elements

**The Mindful Leader book** - a #1 bestseller.

**Jim Kouzes & Barry Posner's** world-leading, award-winning leadership research

Research with the **National University of Singapore** and our own leadership research

**Adult Development Theory** [Harvard - Kegan & Cook-Greuter]

**"Deliberately Developmental" Culture Theory** [Harvard - Kegan & Lahey]

**Developmental Mindfulness** - a vast body of theory and practice for the development of self-awareness, wisdom and insight

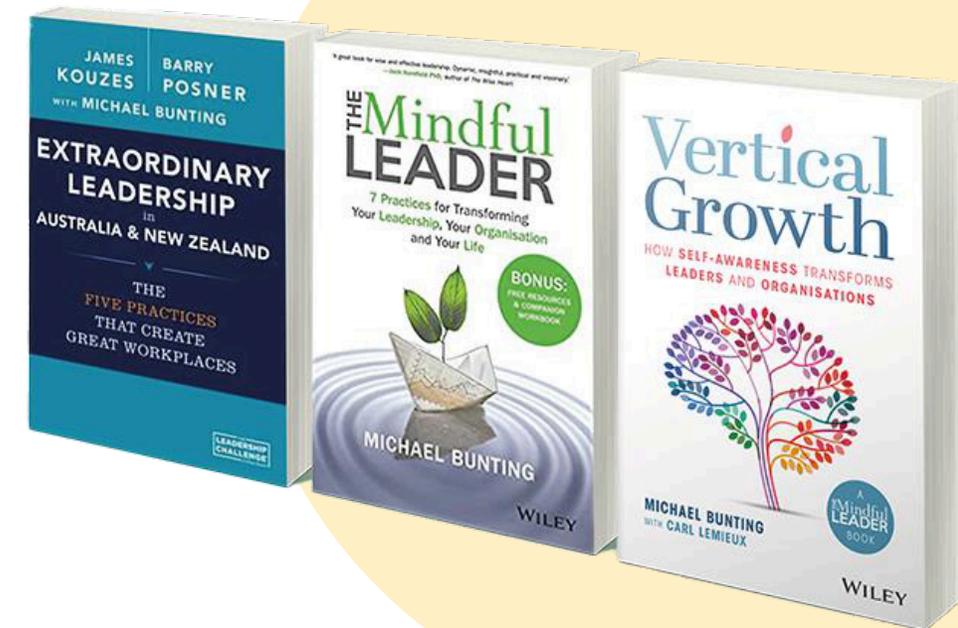
**Growth-mindset theory**

**Neuroscience** - some core basics

**Acceptance and Commitment Training** - the 3rd wave of cognitive behavioural therapy

**Immunity to Change theory** [Harvard - Kegan & Lahey]

**25 plus years** of helping organisations become award-winning best employers



# The Leadership Growth Profile in numbers



Over  
**30 years**  
of collecting data



Over  
**5,000**  
individual cases studied



Global data from  
**70**  
countries



**49,64%**  
of performance depend on  
leaders' ability to apply the  
Green Zone Practices

# Trusted by



# Program description



6 modules



55 hours over 8-12 months



For leadership teams

# Structure



The program alternates between highly interactive, facilitator-led meetings, optional offsites, e-learning & digital workbook activities.

# Divided into 2 engaging parts



## Part 1

### Module 1 & 2

Define the collective and individual **Red Zone** behaviours holding leaders, teams and organisations back from their full potential.

Define the core individual and collective **Green Zone** behaviour practices that will truly move the dial on the agreed triple goal.

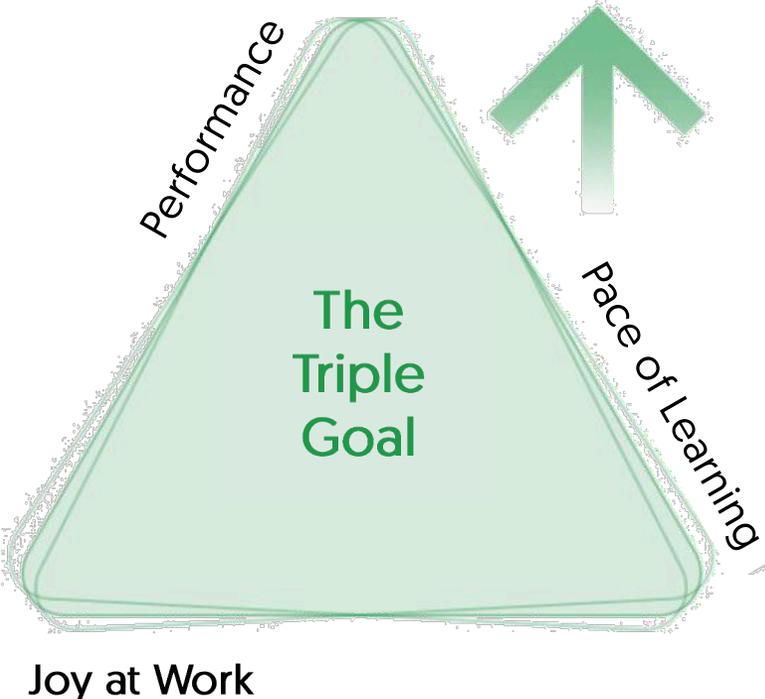
## Part 2

### Module 3 - 7

Embedding, practicing, measuring & refining the daily and weekly practices that reduce **Red Zone** behaviours and increase **Green Zone** behaviours, thereby transforming the business performance, pace of learning & levels of engagement **[the Triple Goal]**.



# Outcomes



At **TripleGoal**, we believe that each organisation is unique and requires a tailored approach to achieve its goals.

That's why we work together with our clients to identify and achieve a disruptive triple goal that aligns with their vision, strategy and values.

# Participant Testimonials



*“The Vertical Growth Program was truly unique in the way it brought to light (and even challenged) deep assumptions and beliefs that sub-consciously influenced my approach to leadership. Highly recommend the program to anyone who is committed to their personal growth journey.”*

Evan Barnes  
Chief Operating Officer, TrackUnit

*“This course shows you that leadership is about you, how you turn up and your willingness to change and demonstrate vulnerability - and learn that only by doing this will you improve your performance as a leader and as a team.”*

Jessamy Bairns  
General Manager, General Medicines, Sanofi UK & Ireland

# Syllabus



## Part 1: Find the Right Practice for the Right Context

### Module 1

A 2-day offsite to walk participants through **their Leadership Growth Profile** report in detail, including a review of each leader's performance objectives through the lenses of **the Triple Goal**, a deep dive into the seven **Green Zone** practices, and a mapping of the leadership team's collective **Green** and **Red** Zones.

### Module 2

Comprehensive LGP feedback process including a team feedback session, a reflection session with the boss and coaching with our team. Participants gain a deepening understanding of how their behaviour positively and negatively impact their defined **Triple Goal**. Leaders define a clear roadmap for implementing specific, targeted leadership practices and actions that will drive sustained improvement across the **Triple Goal**.

# Syllabus



## Part 2: Leadership Practice & Rituals Embedding

### Module 3

Leaders identify and articulate the unconscious fears, attachments and assumptions that are holding them and the culture back from their full potential. Based on "immunity to change" theory and the very latest research on adult development and vertical growth. Learning ritual is repeated and embedded.

### Module 4

Leaders investigate and define intrinsic & extrinsic motivators, including accountability mechanisms to support consistent change. Introduction of a learning ritual for ongoing accountability and growth.

### Module 5

Leaders learn the principles and practices for developing self-regulating self-awareness for the purposes of disrupting real time "red zone" behaviours and regulating back into "green zone" leadership behaviours more consistently. Learning ritual is repeated and embedded.

### Modules 6 & 7

Module 6 focuses on the analysis and debriefing of the LGP post-assessment, including a detailed comparison with the original report.

Module 7 consists in a practice embedding check-in ritual to discuss post program practice.

# For Teams

Our self-directed Team Vertical Growth Program scales beyond leadership to the entire organisation. Every team identify their **triple goal** ambitions, articulate their "**red zone**" and "**green zone**" behaviours, and embed specific team-based rituals/accountability mechanisms to diminish "**red zone**" team behaviours as well as increase "**green zone**" behaviours. Every team will further positively align with the organisational values while making a disruptive positive impact on their **triple goal**.

Communicating a set of values is just not enough for game-changing culture transformation. It requires a disciplined process where every single person in the culture changes the way they work. Our process delivers that change.



# How to start?

If you're exploring how vertical growth could support your leaders, teams, or organisation, the next step is a Leadership Development Discussion.

This is a focused discussion to explore:

- Your leadership and cultural context.
- Where growth would have the greatest leverage.
- Whether the Vertical Growth Program is the right fit, and how it would be applied.

There is no preparation required.

Schedule a Leadership Development Discussion

Scan the QR code to book a time that suits you:



[schedule.triplegoal.com](https://schedule.triplegoal.com)