

# LEADERSHIP

## From “Good Manager” to “Great Leader”

### THE LEADERS OF THE FUTURE

One meta-analysis (a synthesis of some 80 well-conducted studies on productivity) showed that for high-level jobs, the productivity difference between the top person and the others is huge. The top performer is 127% more productive than the mean and infinitely more productive than those at the bottom. The researchers used the word “infinitely” because the number was so large that it would have been imprecise to say anything else. So how do you move people from just being “good” to being “exceptional” high performers and effective leaders? The answer is to provide the “good” with the opportunity to experience, practice and develop their leadership. This is what we do at absolute-North.

### GREAT LEADERSHIP REQUIRES EXPERIENCE

Most leaders have learned their skills on-the-job through trial and error—learning from their mistakes as they go, often at the company’s expense. Certainly it is a fact that people learn best from personal experience. The question then comes, is there a better way to provide them with the experience?

This is where Artificial Experience Building comes in. Pioneered by the US Military as a highly effective method of training battlefield commanders, absolute-North has adapted this for use in the corporate world. We provide our participants with individual experiences by putting them in real-life challenging situations—effectively building their personal database of experience. In turn this pushes their leadership abilities to the next level. The results can be dramatic. Remember, leadership development is not a linear progression and big gains can be made with only the right insight and experience.

### CONTACT US TO LEARN MORE

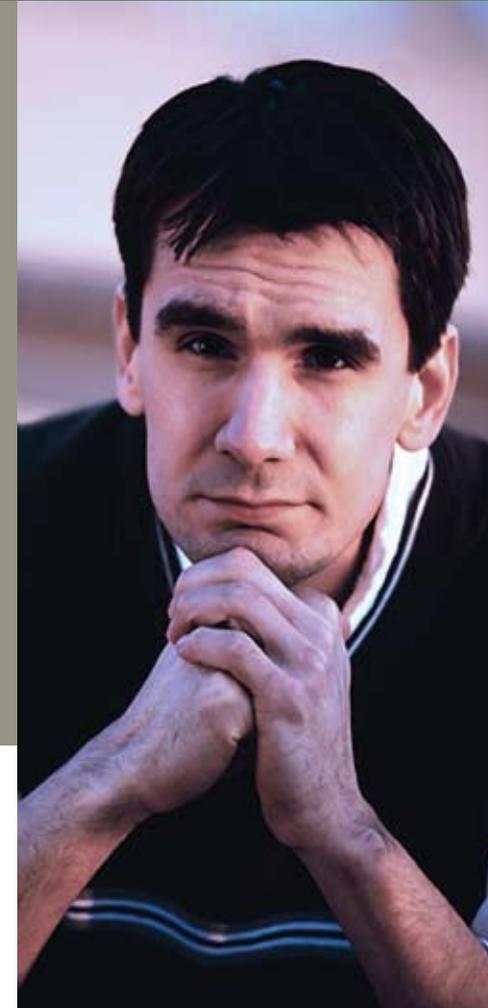
Learn more about what we can do to help develop great leaders in your organization.

absolute-North has a number of programs that can be tailored to your business and to your people. We work with your HR team and with your management team to identify the needs of your organization and your people and tailor our programs for better results. Our services are available in multiple languages including Finnish, English, Swedish, Russian and Chinese. Other languages available on request. Call us today and schedule a meeting and we will show you the difference that is absolute-North.

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*absolute-North*  
Helping leaders find direction



### WE HELP LEADERS DEVELOP A PERSONAL LEADERSHIP STYLE

We create experiences and this is why what participants learn in our programs sticks with them over time and helps to build their “personal database” of experiences that they can call on in the future. People tend to remember better what they experience and participants in our programs have multiple experiences through participating in challenging situations and observing others handling similar situations. Assessments, group discussions, self-reflection, role-playing, observation and personal coaching are all used in the context of this program to create individual experiences.

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