



Winning Teams **Win**TM *for technologists*

*Stay ahead in this fast-paced
world of tech with our
award-winning program*

CAN BE DELIVERED
**ON-SITE &
VIRTUALLY**



A UNIQUE PROGRAM
**FOR TEAM
GROWTH**





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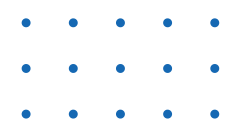
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FACT

72% of tech workers may quit their jobs. Fixing organizational cultures can help them stay.





8 Reasons Why Technologists Need This Program

Leading a technology company involves a unique set of challenges that differ in some respects from those in other industries. Here are several key challenges leaders in this sector frequently face:

- 1 RAPID TECHNOLOGICAL CHANGES**
Technology evolves at an incredibly fast pace. Leaders must not only keep up with current trends like artificial intelligence, cloud computing, and cybersecurity, but also anticipate future developments to stay competitive. This requires a continuous investment in learning and innovation.
- 2 TALENT ACQUISITION AND RETENTION**
The tech industry is highly competitive when it comes to attracting and retaining top talent. Leaders must create an appealing work environment that fosters creativity, offers competitive benefits, and supports career development to prevent talent churn.
- 3 SCALING CHALLENGES**
As technology companies grow, they often face significant scaling challenges, from managing increased operational complexity to maintaining the quality of their products and services. Effective leaders must be able to guide their organizations through these growth phases without losing their innovative edge.
- 4 CYBERSECURITY RISKS**
With increasing reliance on digital technologies, cybersecurity becomes a paramount concern. Leaders need to ensure robust security measures are in place to protect sensitive data and maintain trust with customers and partners.
- 5 REGULATORY COMPLIANCE**
Technology companies often operate in multiple jurisdictions with varying regulatory requirements related to privacy, data protection, and operations. Navigating this complex legal landscape requires astute leadership and proactive compliance strategies.
- 6 CULTURAL MANAGEMENT**
Preserving a coherent company culture can be challenging in a fast-growing tech environment. Leaders must work to integrate diverse teams, promote an inclusive culture, and ensure that the company's values are reflected in its daily operations.
- 7 INNOVATION PRESSURE**
There is a constant pressure to innovate and stay ahead of the competition. Leaders must foster an environment where new ideas are encouraged and failure is viewed as a learning opportunity.
- 8 MARKET ADAPTABILITY**
Tech leaders must be nimble and adaptable, ready to pivot strategies in response to changing market dynamics and customer needs. This could involve adjusting business models, entering new markets, or discontinuing products.

Why Us

Meet Your Award-Winning Executives & Co-Creators of Winning Teams **Win** for Technologists



Cathy Light

*A globally recognized
Motivational Leader known
for growing teams.*

Cathy Light's dynamic energy and passion for empowering organizations and individuals have driven her to establish Leadership Balance® and three other successful enterprises: Assessment Leaders, Diversity, Equity & Inclusion, and Be Well Perform Well.

Her exceptional work earned her nominations for the "Ernst & Young Entrepreneur of the Year" award in 2009 and 2010, as well as recognition as Woman of the Year in 2012 and 2017.

Cathy was also honored with the Idaho Circle of Excellence award by the Idaho Business Review. Before her entrepreneurial ventures, she held leadership roles in the corporate world, including Vice President and General Manager of Sunrise Technologies, Inc., and Senior Sales and Marketing Executive at Fuji Optical Systems, Ltd., beginning her career at Apple Computer.



Andrew Laudato

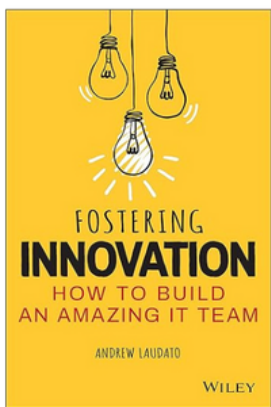
*EVP at the Vitamin Shoppe,
Author & Award-Winning COO*

Andrew Laudato, started his career as a computer programmer that rapidly drove his passion for technology into a formidable acumen for business. Today, he leads thousands of employees as the Executive Vice President and Chief Operating Officer at The Vitamin Shoppe. In this role, he has overseen diverse sectors, including digital commerce, information technology, enterprise portfolio management, supply chain, inventory management, strategic sourcing, quality, and commercialization.

Delivering 30 years of technology innovations and leadership experiences, Laudato has spearheaded hundreds of successful projects. He attributes his success to his ability to bring the right talent together to deliver superior results more efficiently, cost-effectively at record speeds to capture market opportunities. Most recently, he led an effort to design and build an innovative telehealth program at The Vitamin Shoppe. This program, Whole Health Rx, went from concept to live in less than four months adding a new revenue lane to our Company.

Laudato has been recognized as a Top Retail Influencer and a Global Retail Leader by Rethink Retail, and was honored as the 2024 COO of the Year by HMG. An active contributor to the business community, he is the co-founder and chair of the Retail AI Council, sits on the Total Retail Advisory Board, and is a founding member of George Mason University's Center for Retail Transformation. Additionally, he serves on the Board of Lideranca Group, Inc., a privately-held, woman-owned company committed to advancing diversity, equity, inclusion and belonging.

Mr. Laudato shares his insights on innovation and leadership in his recent book, "Fostering Innovation: How to Build an Amazing IT Team."



**Each team participant will
receive a copy of Andrew's book.**



Unlock Your Team's Potential

In the ever-evolving world of technology, the right leadership makes all the difference. Let us be your strategic partner in building the leadership skills and team dynamics necessary to stay ahead of the curve.

As a technology leader, you understand the relentless pace of innovation and the challenges it brings. The **Winning Teams Win for Technologists** program is your solution to building a high-performing, agile technology team that not only adapts to change but **leads** it. Designed specifically for tech-driven environments, our program equips your leaders with the skills and mindset needed to drive technological excellence and innovation.

WHY THIS PROGRAM?

- ✓ **Future-Ready Leadership:** Develop leaders who can navigate the complexities of digital transformation, manage cross-functional teams, and drive technology strategies that align with business objectives.
- ✓ **Enhanced Collaboration:** Foster a culture of collaboration across diverse technical teams, ensuring seamless integration and innovation at every level.
- ✓ **Increased Productivity:** Equip your teams with the tools to optimize workflows, reduce bottlenecks, and accelerate project delivery timelines.
- ✓ **Strategic Problem-Solving:** Train your leaders to make data-driven decisions, solve complex problems efficiently, and lead your organization through technological disruptions.



Preserving a coherent company culture can be challenging in a fast-growing tech environment. Leaders must work to integrate diverse teams, promote an inclusive culture, and ensure the company's values are reflected in its daily operations.

Andrew Laudato, EVP & COO, The Vitamin Shoppe



ROI



- ✓ **Stronger Collaboration:** Improved trust and communication within and across technical teams, leading to faster innovation cycles and reduced time-to-market.
- ✓ **Leadership Excellence:** Tech leaders who set clear goals, make strategic decisions, and drive technological advancements with confidence.
- ✓ **Agility and Adaptability:** Teams that are ready to pivot in response to market shifts and technological disruptions, ensuring your organization remains at the forefront of the industry.





What We Deliver

Our holistic, interactive program helps individuals drive decision making through the mind, will, and heart. It results in organizations that produce high performers and measurable results more rapidly.

Our program facilitates individual change and development specific to organizational issues with specialization in leadership effectiveness, job commitment and confidence. As coaches for

organizational change, we help the leader look at the way he or she currently does business and help identify qualities needed to manage more effectively.

In the process, we help the leader set a clear path for effective leadership and motivate him or her to make sustainable change.

Four powerful solutions combined in one unique program delivery for optimal success and efficiency.



**1:1 Coaching
for Leadership
effectiveness**



**Team facilitation
1/2 day to full day**



**On-line micro
learning program**



**Assessments that help
create a baseline and
awareness for learning,
development and growth**



"I have worked with Cathy Light year-over-year coaching multiple leadership groups on Managing Up, 360 Business Alignment, Creating and Cascading a Strategic Department Plan, Soft Skills (EI) Improvement, Executive Presence, and Building Team Relationships. Each manager received a 360-feedback report identifying their strengths and development areas for focused improvement, along with a comprehensive leadership team report. Cathy's gift to deliver an unbiased debrief, along with co-creating their post 360, 3-Step Optimal Action Plan, made all the difference in my leader's being open to growth and recognizing their own vulnerability individually and collectively as a team."

**Gus Salem, Former Executive, IDEX Corporation,
Agilent Life Sciences, and Bio-Rad Laboratories**





PHASE 1

Coaching for Leadership Effectiveness

THREE KEY DIMENSIONS FOR EXCEPTIONAL MODERN LEADERSHIP



MIND TO LEAD

Preparing the MIND with tools that enhance experience, intellect, and mental readiness to face any challenge



WILL TO LEAD

Building a strong WILL that provides the drive and stamina to effectively lead high performing teams



HEART TO LEAD

Nurturing the HEART and soul inherent in all great leaders and organizations

The most profound way for an individual to develop skills and assimilate to a company's culture and values is to learn directly from someone who already possess those qualities and who is compelled to help others achieve.

As a result of our 6 or 12-month coaching program, the client transforms into a better leader. He or she sets better goals, takes more action, makes better decisions, works

more effectively with peers and direct reports, and more fully uses his or her natural strengths.

Our program focuses on where clients are now and what they are willing to do to get where they want to be in the future. Once the direction is established, we will develop a customized step-by-step coaching program.

Preparing Your Leadership Team Today to Meet the Challenges of Tomorrow

Our leadership and coaching programs for high-growth companies includes fresh content with a guided roadmap for personal and team development, alignment and workplace well-being. From assessments and planning to training, workshops and one-on-one style coaching, our proven approach is customized for your unique environment --- personalized to match exactly what you need most.

What you can expect from our Winning Teams Win Program:

1. Discovery & Key Challenges
2. Planning
3. Team Development
4. Long-Term Leadership
5. Pulling It All Together

Liderança Group
Harness Change™
liderancagroup.com
1.866.864.8200
info@liderancagroup.com

Phase 1 Team Program
October 2019-March 2020

Winning Teams Win!

2019 to March 2020 Roadmap to building a winning team

DECEMBER, 2019	DECEMBER, 2019	FEBRUARY 2020
Engage in Conflict Around Ideas When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.	Engage in Conflict Around Ideas When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.	Hold One Another Accountable When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
DAY 1 8am-12pm Team Session 1-5pm 1:1 Coaching	DAY 1 8am-12pm Team Session 1-5pm 1:1 Coaching	DAY 1 8am-12pm Team Session 1-5pm 1:1 Coaching
DAY 2 9am-12pm 1:1 Coaching continued	DAY 2 9am-12pm 1:1 Coaching continued	DAY 2 9am-12pm 1:1 Coaching continued

JANUARY 2020	MARCH 2020
Commit to Decisions When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.	Focus on Achieving Collective Results The ultimate goal of building greater trust, healthy conflict, commitment, and accountability is one thing: the achievement of results.
DAY 1 8am-12pm Team Session 1-5pm 1:1 Coaching	DAY 1 8am-12pm Team Session Team Assessment Results #2 1-5pm 1:1 Coaching
DAY 2 9am-12pm 1:1 Coaching continued	DAY 2 9am-5pm 1:1 Coaching continued Team Celebration

Sample Program

2 PHASE 2

Our Whole Team Approach - Learn Your Team Results!

A winning team starts with a strong leader.

When a leader's character is balanced, and he/she has the right attitude, emotional health, and moral compass to lead... your team members will go the extra mile to support you!



The Five Behaviors of a Cohesive Team™ Model

Expectations when we work with the whole TEAM:

- ✓ Improved **TRUST**
- ✓ **RESPECTFUL** conflict around ideas and process initiatives
- ✓ **COMMITMENT** to support decisions
- ✓ Hold one another **ACCOUNTABLE** for deliverables
- ✓ Support collective **RESULTS**

LEARN THE TRAITS OF GREAT LEADERS

- ✓ **Authentic**
- ✓ **Developing**
- ✓ **Compassionate**
- ✓ **Listening**
- ✓ **Encouraging**
- ✓ **Optimistic**
- ✓ **Integrity**
- ✓ **Trusting**

"Great leaders truly care about those they are privileged to lead and understand that the true cost of the leadership privilege comes at the expense of self-interest."

Simon Sinek

Preparing Your Leadership Team Today to Meet the Challenges of Tomorrow

Our leadership and coaching programs for high-growth companies includes fresh content with a guided roadmap for personal and team development, alignment and workplace well-being. From assessments and planning to training, workshops and one-on-one style coaching, our proven approach is customized for your unique environment --- personalized to match exactly what you need most.

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2. Planning
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Winning Teams Win!

December 2019 Roadmap to Building a Winning Team

July 2019	AUGUST 2019	SEPTEMBER 2019
ment 360	How Your Strategic Drive Creates Value	Your Personal Leadership Development Action Plan
Session	DAY 1 8:30-12 pm Team Session 1-5 pm 1:1 Coaching	DAY 1 8:30-12 pm Team Session Personal Development Results 1-5 pm 1:1 Coaching
ment Results #1	DAY 2 9-5 pm 1:1 Coaching continued	DAY 2 9-5 pm 1:1 Coaching continued
ed		
October 2019	NOVEMBER 2019	DECEMBER 2019
Conflict	Developing Your Teams and Self-Monitoring	Pulling It All Together!
	DAY 1 8:30-12 pm Team Session 1-5 pm 1:1 Coaching	The ultimate goal of building greater trust, healthy conflict, commitment, and accountability is one thing; the achievement of results.
	DAY 2 9-5 pm 1:1 Coaching continued	DAY 1 8:30-12 pm Team Session Team Progress Assessment Results #2 1-5 pm 1:1 Coaching
		DAY 2 9-5 pm 1:1 Coaching continued Team Celebration

Sample Program



Online Learning Program

CONTENT ALIGNED TO THE COMPETENCIES THAT ARE MOST RELEVANT TO TODAY'S LEADERS

Our **Winning Teams WIN for Technologists** Program also provides a collection of training resources designed specifically for leaders. These learning tools were formulated to address the needs of three distinct levels:

- ✓ **Senior Leaders**
- ✓ **Mid-level Leaders**
- ✓ **Emerging Leaders**

LEADING YOUR BUSINESS

- Judgment and Decisiveness
- Leading a Culture of Execution
- Leading Innovation
- Leading Organizational Vision
- Managing Priorities
- Problem Solving and Decision Making
- The Influential Leader
- Thinking Critically
- Thinking Strategically
- The Digital Leader
- The Adaptive Leader
- Customer First Leadership

LEADING YOUR TEAM

- Building and Leading Teams
- Developing People
- Embracing Diversity
- Leader as Coach
- Leading Through Change
- Leading Virtually
- Managing Conflict
- Cross Cultural Leadership
- Leader as Motivator

LEADING YOUR YOURSELF

- Leadership Networking
- The Accountable Leader
- The Agile Leader
- The Emotionally Intelligent Leader
- Leader Transitions
- The Mindful Leader
- The Ethical Leader
- Executive Presence
- Women & Leadership

**ADDED
BONUS**



*Winning Teams Win
Online Learning Program*

FEATURES

#1 Content Provider

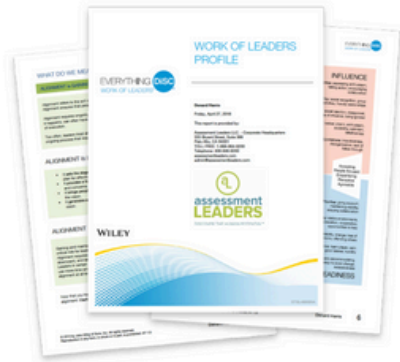
Using unique learning templates prepared by subject matter experts, participants will gain instant access to three learning tracks, plus books and videos.

Learning is self-paced and 24/7 access will remain open for one year.

Coursework includes a blend of short videos, book summaries, and activities to provide focused learning in specific competency area.

4

Individual Assessments



DiSC Work of Leaders



The Five Behaviors of a Cohesive Team



Emotional Intelligence

OPTIONAL ADD-ON



One Page Business Plan® Workbook



Department One-Page Business Plan Plus Objectives & Key Results (OKR's)



360° Assessment

ADDITIONAL FREE RESOURCES!



Creating an Extraordinary Workforce Workbook



Leadership Strategies E-Book



Learn more about Cathy Light



Liderança Group Corporate Brochure



Leadership Balance Coaching Program

NOW... ALSO
DELIVERED
VIRTUALLY!



Empower Your Tech Leaders **Today!**

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Call **866-864-8200** for pricing

