

Leadergy Center is an exclusive professional leadership development resource for senior executives of corporations, governments, and not-for-profit organizations. We trade in a currency of trusted relationships under-pinned by character, commitment, connection, and competence. We've taken an oath to protect American values, to uphold and protect the constitution of the United States, and to assure each and every client of ours receives our best every day.

The Cost of Lost Opportunities



Almost all of us can recall a time when we didn't make the best decision, and after the fact, mumbled some sort of lamentation like, "If only I had chosen more wisely", or, "I wish I could do that over again." We've all been there, and in all likelihood will probably sing that song again.

In part, that is why we at Leadergy® Center are maniacally focused on assuring we provide our clients uncommon value and return on their decision to engage us. We know that seeking a partner to discretely, effectively, and wisely help you solve your challenges is a paramount decision for you. We also know you only want to make that decision once.

Our commitment to you is clear and unflappable. We will guarantee that you will recognize results that rise to your top line and drop to your bottom line.

We are fully aware of the competitive landscape our clients operate in, and we know the field of external advisors is robust with a lot of promise makers, but few promise keepers. Because we trade in a currency of trust, it is our sober conviction that the only way to build trust is to deliver on our promises.

Four Reasons to Trust Us



Our internal formula for creating and nurturing *trust* is built on the 4C's. The 4C's are **Character, Commitment, Connection, and Competence**. These are the specific, measurable guideposts that we want you to use in judging whether we are adding value to your leadership. Following is a brief summary of each.

1. Character = Honesty, Humility, and Discretion
2. Commitment = Faithfulness, Responsibility, and Accountability
3. Connection = Positivity, Respect, and Compassion
4. Competence = Decisiveness, Wisdom, and Initiative

We have built long term relationships with our clients around the world. These values are gender, ethnic, and geopolitically independent. It doesn't matter where you are in the world, or what your ethnic background is, people everywhere want to work in trust based relationships. In this current generation of business challenges, the last thing anyone needs is to align with people that do not deliver on their promises and therefore cannot trust. But wait! There are additional proof points that demonstrate why we are trustworthy.

Challenges We Have Helped Leaders Overcome



We have helped leaders address a broad scope of problems and challenges they were facing. It is a consistent practice of Leadergy® Center to respond and operate with extreme confidentiality and privacy. We are fully aware of the competitive landscape our clients operate in, and we serve our clients with the highest level of discretion and sensitivities. Following are a few of the executive opportunities/challenges we have encountered and helped solve, and of course we have maintained anonymity in releasing these examples:

- ✓ A CEO/owner of a medium sized company (~ \$80M annual revenue) wanted to create a stronger, more congruent high performance team with the expectation that an incumbent would surface as a qualified candidate to succeed him as he considered his personal exit strategy. He wanted to create inertia in the leadership team that would assure sustained growth and perseverance of the business long after his departure. We worked with his leaders to identify and leverage their unique brand of leadership strengths and to “enhance the dance” between them for maximizing congruency and like-minded leadership.
- ✓ The senior executive team of a corporation was searching for ways to improve productivity, innovation, and seamless execution to increase margins and new revenues. They had defaulted into the old axiom of ‘doing things the same way but expecting different results’. We unlocked the discretionary energy of their entire organization to get them out of some old habits and into new, energizing, innovative, and risk management thinking. This transformation enabled leadership to get comfortable in liberating the talent below them to apply their creativity, instead of the leaders mandating “how” work had to be done. The result was a new product line that addressed a new market never before pursued, simultaneously with a significant increase in employee satisfaction.
- ✓ We led the pre-merger due diligence and post merger integration of an acquisition, helping the senior team assess critical gaps in communication, work flow disruption/duplication risks, and also anticipated corporate culture integration challenges. By addressing the cultural differences up front, and developing plans to swiftly assimilate one ‘super-culture’ from the two merging cultures, we navigated a difficult transition period that ultimately resulted in 1+1=4, whereby the new culture is more energizing, empowering, and accountable for bottom line results. The complete operational and organizational merger was accomplished in 10 months from close of transaction.
- ✓ A CEO wanted to take their company to a higher level of execution, but was unable to define specifically what that would look like day to day. We implemented our Execution Excellence™ program over a one year period whereby the entire organization embraced our advanced approach to achieving execution excellence, including the enhancement of their performance management system in partnership with HR. This resulted in a capital program reduction from \$850M annual spend to a \$250M annual spend, simultaneously with a doubling effect on ROI.

- ✓ The senior management team was lacking energy and innovation. Creativity was non-existent and the company was on a trajectory to complacency, mediocrity, and lost opportunities. We implemented our TIMA™ and CMAP™ programs that resulted in the reduction of stress and job dissatisfaction, and aligned the leadership into roles that they were naturally equipped to excel in. This released the discretionary energy pent up in the organization and enabled creativity to flourish, which powered their innovative engine to build new, competitive, and disruptive products.

Our Invitation

The Leadergy® Center is a trusted safe haven for exploration, discovery, and application of transformational leadership that delivers business results in a constantly changing world. We would like to serve you and your organization by helping you achieve 21st century transformational leadership. This may include helping you identify your unique capabilities that are currently being under-utilized, as well as that of your leadership team.

Our personal and professional lifetime commitment is to help leaders like you and your executives achieve differentiating results in relationship to bringing out the best in your people. After all, that is really what leadership excellence is about – bringing out the best in others to advance achievement of shared goals.

We want to help you mold and shape your groups leadership to accomplish that. Our focus is crystal clear. If we can help you equip and shape your organization for achieving performance firepower, then it becomes another building block in our pursuit of nation building. Our goal is to help facilitate the refinement, or possibly the re-creation of organizations like yours in ways that will utilize all its resources to achieve uncommon results through transformational leadership, thus serving future generations in a positive way.

We would love to come up alongside of you and give you some tailwind to help you lead a transformation. Give us a call today, or drop us an email, as we'd love to get to know you better, and evaluate how we may be of service to helping you live your dream, your passion, and your purpose.

For more information about us and our business please visit us at: www.leadergycenter.com

Sincerely,

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