

Founders Dilemma

The Situation:

An owner and founder of a professional services consultancy sought to shift responsibility for the company's 20 years of success away from only his doing so that he is not the only "barometer" of their success. To do so, he must learn to trust others by stepping away from all of the details, accept that others may do things differently and focus on setting and leading the direction of the organization. He must cross the chasm from founder to leader.

The Opportunity:

Develop a customized leadership development program for the owner and his directors that focused on building their individual and collective abilities to operate effectively when under duress so that they could achieve the results they wanted and needed.

The Story:

George worked with the owner and his leaders individually and collectively to help them get clear on what success looked like and then determine the most efficient and effective way to achieve the results they wanted to be successful.

Step 1 – initial individual Emotional Intelligence (EQ) assessments and debriefs for all leaders.

Step 2 – leadership team debrief of how the collective results impact the teams ability to thrive and succeed together.

Step 3 – ongoing role clarification and accountability commitments and communication coaching to ensure collective goal attainment.

Step 4 – ongoing facilitation to support the founder's and leadership team continual evolution and desire to achieve results together.

The Results:

The company was able to grow their revenue and their number of employees. The founder has shifted to become the CEO of his company while his management team has picked up the responsibility of running and growing the business. The founder can step away from the organization when and if he wants to and trust that all his years of hard work will not be lost if he chooses to do so. Bottom line - he has more options, better results and more fun now.