INTRODUCING

LEVERAGE

HISTORY

EVOLVING SINCE 2006

2006 – 2009: four women join founder to launch of Leverage HR to deliver world class leadership development & coaching to small and medium sized regional businesses

2010 – 2015: business expands to international clients and two major books on women's leadership development are published followed by TED Talk's and conference engagements throughout the US and Europe

2016 – 2018: business shifts back to US domestic focus; Services are expanded to include organizational effectiveness and public and energy sector focus

2019 – today: award winning firm with consulting staff based across the US and sector experience in energy, municipalities / counties, healthcare, and professional services.

LEVERAGE

We do it your way!

OUR PARTNERS & CONSULTANTS

Sapna Welsh is the Founding Partner of Leverage HR. She is an entrepreneur, business executive, author and certified coach with experience working in various sectors. Sapna builds on her own various professional transitions ranging from corporate to dot.com to entrepreneur; and from domestic to international, to coach and train diverse talent for professional fulfillment and success. She leads the professional services, financial services, and healthcare sector clients for the firm. The red thread that runs throughout her career is a commitment to cultivating diversity in leadership.

Bob Welsh is a partner with Leverage HR. He advises boards and organizations on issues of Strategy, Talent, Leadership Development and Organizational Capability. A credentialed ICF Coach (PCC), he has coached and trained leaders in every region of the world from the C-Level to emerging talent. He is former group vice president / Chief Learning Officer of DeutschePost DHL (based in Europe) and former senior vice president / Chief Talent Officer of IQVIA. His passion is unlocking the potential of his clients.

Our Team: 20+ years in sr. leadership roles, deliver in five languages, are credentialed at the highest level.

ABOUT

OUR SERVICES

SENIOR LEADER DEVELOPMENT

FRONT LINE LEADER DEVELOPMENT

DIVERSITY & INCLUSION
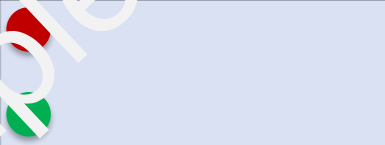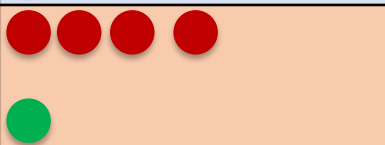
ORGANIZATIONAL EFFECTIVENESS

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YOUR NEEDS

	What we need is...	Rate 1-10 1= we do nothing and need real help 10 = we are best in class in this area	
		Your Organization	Your Members
1	individual senior leaders to address development gaps / leverage strengths to become their best version of a leader	6	5
2	for our first time supervisors / managers to move from being experts to managing, engaging & developing their teams	7	2
3	for our employees to look more like the customers we serve		
4	for our employees at all levels to understand and drive our vision & strategy		
5	senior leaders to work together as one team, not as individual leaders focused only on their areas of responsibility		
6	a way to "skill up" supervisors / managers already in place focusing on the unique challenges of our working environments & sector		
7	a pragmatic Diversity & Inclusion strategy that addresses internal and external stakeholders and improves our organizational performance		
8	to better prepare employees for major changes in systems, processes, services and structures by minimizing resistant & increasing adoption		
9	newly promoted / hired senior leaders to secure early wins and reduce the time it take to achieve "solid performance"		
10	solutions to "close the gaps" in how we already train & develop supervisors / managers such as team workshops, targeted coaching, etc.		
11	team cultures that enable our employees to learn, perform and innovate to their full potential		
12	to evaluate our workforce processes and address gaps while reducing red tape		
13	to assess supervisor potential and fast track the development high potential, possibly diverse, ones for growth to next level positions		
14	to establish a unified leadership culture so employees in all areas feel like they "work for the same organization"		
15	to expand the talent pools we recruit from to replace retiring & resigning employees		
16	to ensure the money we spend on our employee programs is invested to optimize impact and return		

YOUR NEEDS

Leverage HR Service Areas	Needs mapped to the Service Area	Total your scores	
		For Your Organization	*For Your Members*
Senior Leadership Development	1,5,9 and 13	6+9+8+ =	5+1+4+6 = 16
Front Line Leader Development	2,6,10 and 14	+8+3+7 = 22	2+4+3+3 = 13
Diversity and Inclusion Solutions	3,7,11 and 15		
Organizational Effectiveness Solutions	4,8,12 and 16		

- *copy the ratings you assigned for numbered "need statements" listed the "Needs mapped" into "For Your Org / Members"*
- *total the ratings to get an overall score for the service area*
- *put a box around any that are 32> (strength) or <18 (development opportunity)*

YOUR NEEDS

Leverage HR Service Areas	Needs mapped to the Service Area	Total your scores	
		For Your Organization	*For Your Members*
Senior Leadership Development	1,5,9 and 13	🔴 🟢🟢🟢	🔴 🟢
Front Line Leader Development	2,6,10 and 14	🔴🔴 🟢	🔴🔴🔴🔴 🟢
Diversity and Inclusion Solutions	3,7,11 and 15	🔴🔴 🟢	🔴 🟢
Organizational Effectiveness Solutions	4,8,12 and 16	🔴 🟢	🟢🟢

- *on your tables are red and green stickers please take three of both*
- *for scores <18 (up to 3) place a* 🔴 *sticker for that service area in the columns (these are opportunities)*
- *for scores >32 (up to 3) place a* 🟢 *circle on the chart (these are strengths)*

YOUR NEEDS

Partner up with another conference attendee and discuss the following:

- *What are your lowest rated needs?*

- *What positive impact / change you would expect if you invested to address these needs?*

- *How would this investment support your strategic priorities?*

- *How does this compare with other priorities?*

- *What is the impact of doing nothing?*

MEET YOUR NEEDS

KICKING OFF THE PROCESS

Schedule a meeting to discuss your challenges and opportunities and create a clear problem statement

DIGGING INTO THE DETAILS

If needed, gather additional insights through interviews, focus groups and / or data analysis and refine the problem statement

DESIGNING A TAILORED APPROACH

Presenting a tailored solution that includes a summary of the need, solution, timeline, and costs

EXECUTING FLAWLESSLY

Deploy the solution completing regular status meetings through out to manage risks / issues / scope.

MEASURING RESULTS

Report agreed to metrics to evaluate the impact of the engagement.

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OUR LAUNCH

☑ **INFORMATION ON THE HCI WEBSITE**
Version 1.0 is active and available. Updates and refinements will be made as we learn more about you and your member's specific needs.

☐ **IMPLEMENT INFO SESSSION**
60-minute virtual interactive information sessions introducing our firm and solutions to your teams and members.

**These will be scheduled in partnership with HCI
as part of the overall deployment plan.**

☐ **UNDERSTANDING YOUR NEEDS**
Request an appointment through the HCI website or email us directly at
info@leveragehr.com

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CONNECT WITH US

www.LeverageHR.com

in   Bob Welsh
Sapna Welsh

info@leveragehr.com

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