

ACTIVATING TEAMS

Engaged teams may be committed to an organization's goals... but Activated teams are able to achieve them.

TALENT MATTERS

Talent is the secret sauce in any business. Their work fuels the results that deliver success. So organizations invest heavily in acquiring great talent. Yet research tells us the majority of that talent, once acquired, is disengaged and/or seeking their next role.**

And the number one attribute being sought in a future role? It's "the ability to do what they do best."**

So to sum up: Talent wants to contribute meaningfully and organizations want those very contributions. All parties want the same thing... so why does engagement remain so low? Why is so much top talent actively seeking their next role?

We believe the answer is that organizations are misguided in what they are chasing.

Organizations measure their progress around talent via engagement (i.e., commitment to organizational goals, intent to stay). It's time instead to start measuring...

The degree to which teams can actually get work done; a team's level of Activation.

DON'T ENGAGE. ACTIVATE.

At Lead Above Noise, we believe Engagement to be a lagging indicator of Activation.

When we stop asking teams how committed they are and instead start asking what specific and simple changes can be made to better equip, enable and empower the delivery of those goals, real results emerge.

Activation comes from the ground up. The power is in the math. Small changes add up to big impact.



REPRESENTATIVE CLIENTS



WE THINK DIFFERENTLY

Large-scale, long-term change plans aren't our sweet spot. We believe real impact and results come through:

The power of Microchange Tiny increments of change accumulate to deliver results, minimizing risk and disruption



The imperative to speak Granting teams "permission" to share questions and ideas is insufficient. We create the imperative to do so



Naming the "unsexy" Organizations frown upon "complainers" and instead reward "team players" who can figure out how to make it work. But often this creates inefficiency and frustration. Only when we raise these issues - small breaks in the system - can we address and repair, yielding stronger results



Grassroots wins The "right" way to activate a team? Ask the team living in the weeds of delivering the results. Their expertise is the brand required



HOW WE DELIVER

SIGNATURE WORKSHOPS AND FACILITATED SESSIONS

Our high-touch, immersive workshops are designed to combine insight, tools, practice, planning, and personal accountability. Participants leave with a firm understanding of the what, why, and how along with a ready-to-implement plan in hand. Real change is immediate.

Our core offerings include [Activation Leadership](#), and [Balance as a Business Enabler](#). We also customize sessions for frontline leaders, executive teams, and all in between.

ACTIVATION CONSULTING AND COACHING

In our workshops, we teach it. In our consulting engagements, we run the program for you: from Assessment to Data Collection to Analysis to Recommendations, in 4-6 weeks you'll have an Action Plan built by the people, for the people, designed to Activate more meaningful results quickly.

We also offer coaching services to support leaders in their implementation and ongoing experimentation with their teams.

WE'D LOVE TO HEAR FROM YOU

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