



# Enjoy our Boston Public Workshop

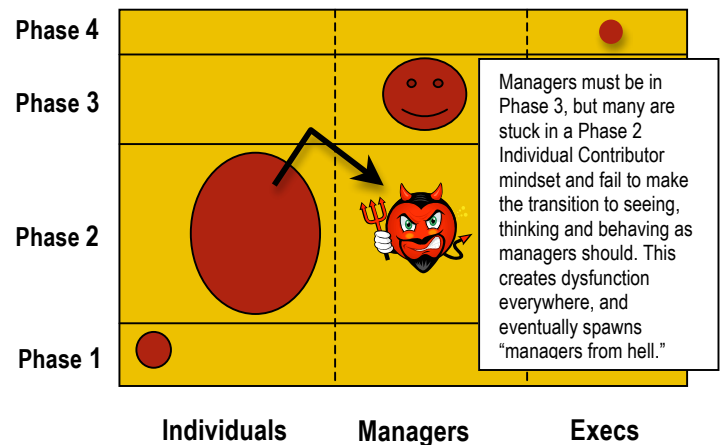
## The Transition to Higher Contribution

**Ever face this problem?** Your managers work hard, hit most of their targets, but constantly *get “sucked into the weeds”* of day-to-day, short-term tactical efforts and miss the more crucial, high-value contributions they should make in organizing, integrating and aligning cross-functional teams and initiatives, leveraging contacts and networks, developing people, and – ummm – maximizing profits. You pay them well, but wonder if they’re adding the value they should. NEWS FLASH...this problem gets worse if ignored.

**Why does this happen?** Our 21 years of research and experience in consulting on contribution improvement (The Phases of Performance and Contribution™), with some of the world’s best companies has spotlighted a simple core problem. In a nutshell:

**Phases of Contribution - The “Mis-matched Manager”**

- Consistent and sustainable company results depend as much on manager-level ability to lead/execute as on executive-level talent/strategy – and often matters far more.
- Too many managers have not made the “transition to higher contribution” (i.e., Phase 3) by seeing, feeling, thinking and contributing more as managers/leaders rather than individual contributors with a fancy title.
- This deficit is often exacerbated by performance measures that don’t measure real contribution, and skills training which doesn’t change behavior.



**Next Phase Leadership has the solutions!** Our proven tools, based in global research and years of experience on exactly “how to” transition managers OUT of their “individual contributor mentality” (Phase 2) and into the world of real management (Phase 3)—provides you with simple solutions and can even save you from the awful effects of the “manager from hell”. We know

**“Most management training doesn’t focus on the critical transition from Phase 2 into Phase 3, which must happen *first* for managers to drive organizational growth”. – Dr. S. Brett Savage**

how to measure real contribution and we understand the exact steps necessary to effect the “psycho-social shift” that will transition your managers into higher contribution. And it doesn’t involve days of expensive training classes or anemic online tools people don’t absorb and probably won’t use anyway. The methods are so straightforward managers actually use them to make significantly greater contributions to your business!

**Join us at the Boston Public Workshop. Thursday January 28<sup>th</sup> 8:00am-12:30pm, 30 Winter Street, 9<sup>th</sup> floor, Boston Ma. 02108.** (For more detailed directions please go to our website) We will be showcasing the data from our latest global research on The Phases of Performance and Contribution™. This half-day workshop is normally **\$499.00** per participant but, times are tough, so this one’s **\$299.00** per participant. Seats are limited!

Please register online at [www.nextphaseleadership.com](http://www.nextphaseleadership.com) or by calling 801-850-6897.

Next Phase Leadership’s CEO and principle researcher, Dr. Brett Savage, will conduct this session. He has over 25 of years International experience in counseling, consulting, training, research and facilitating change for companies and professionals.

To register and/or request further information contact us at 801-850-6897 or [boston@nextphaseleadership.com](mailto:boston@nextphaseleadership.com).