

WHAT IF
YOU COULD
DOUBLE
YOUR TEAM'S
INTELLIGENCE?

LEARN HOW TO

2X 

WITH MULTIPLIERS.

2022 SERVICES

THE FRAMEWORK

DIMINISHERS GET LESS

THAN HALF OF THEIR

PEOPLES' INTELLIGENCE.

MULTIPLIERS GET MORE

THAN **DOUBLE**

DIMINISHERS LOOK TO THEIR GENIUS **MULTIPLIERS** LOOK TO OTHERS

SEE:

THE ASSUMPTION

"People won't figure it out without me"

THE ASSUMPTION

"People are smart and will figure it out"

DO:

1. The Empire Builder

Hoards resources and underutilizes talent

1. The Talent Magnet

Attracts talented people and uses them at their highest point of contribution

2. The Tyrant

Creates a tense environment that suppresses people's thinking and capability

2. The Liberator

Creates an intense environment that requires people's best thinking and work

3. The Know-It-All

Gives directives that showcase how much they know

3. The Challenger

Defines an opportunity that causes people to stretch

4. The Decision Maker

Makes centralized, abrupt decisions that confuse the organization

4. The Debate Maker

Drives sound decisions through rigorous debate

5. The Micromanager

Drives results through their personal involvement

5. The Investor

Gives other people ownership for results and invests in their success

GET:

The Result

<50%

The Result

2X

MULTIPLIERS CAPTURE LATENT INTELLIGENCE

THE IDEA

Are you a genius or a genius maker? We've all had experience with two dramatically different types of leaders. The first type drains intelligence, energy, and capability from the people around them and always needs to be the smartest person in the room. These are the idea killers, the energy sappers, the diminishers of talent and commitment. On the other side of the spectrum are leaders who use their intelligence to amplify the smarts and capabilities of the people around them. When these leaders walk into a room, light bulbs go off over people's heads; ideas flow and problems get solved. These are the leaders who inspire employees to stretch themselves and get more from other people. These are the Multipliers. And the world needs more of them, especially now when leaders are expected to do more with less. What could your organization accomplish with access to all the intelligence that sits inside it?

THE KEYNOTE & WORKSHOP

In our interactive keynote and workshops, participants will develop a deep understanding of the research behind Multipliers and discover the resoundingly positive and profitable effect that Multipliers have on organizations – how they get more done with fewer resources and develop, attract, and retain talent, cultivating new ideas and energy to drive organizational change and innovation. Participants will get an overview of the five disciplines that distinguish Multipliers from other leaders and receive skill-building opportunities in areas where Multiplier leadership practices can practically and quickly be put to work inside the business.



START WITH LANGUAGE TO BUILD CULTURE

THE SPEAKERS

Liz Wiseman, President of the Wiseman Group and former executive at Oracle Corporation, teaches leadership to executives and emerging leaders around the world. Liz has been listed on the Thinkers50 ranking and named as one of the top 10 leadership thinkers in the world.

She is the author of three best-selling books: *Multipliers: How the Best Leaders Make Everyone Smarter*, *Rookie Smarts: Why Learning Beats Knowing in the New Game of Work* and *The Multiplier Effect: Tapping the Genius Inside Our Schools*. Her research have been featured on Harvard Business Review, The Wall Street Journal, and Time magazines.

Liz lives in Menlo Park, California with her husband and four children who share her over-active curiosity and sense of adventure.

KEYNOTE RATE: 50K + BUSINESS TRAVEL



LANGUAGE LEGITIMIZES OUR ABILITY TO NAME DIMINISHING BEHAVIORS

THE SPEAKERS

Shawn Vanderhoven is a Partner at the Wiseman Group and heads the leadership practice for senior executives and emerging leaders. He is a collaborator on the Second Edition and New York Times Bestseller *Multipliers: How the Best Leaders Make Everyone Smarter*. He consults with companies around the world on how to build a intelligence culture.

He has co-designed leadership development strategies with executives at leading brands like, Capital One, Deloitte, Google, Intel, LinkedIn, and Salesforce.

Before working in executive development, Shawn grew his family's software business by 30X. He lives in Menlo Park, California with his wife and three sons, where he researching how to build productive teams in a distracted era.

KEYNOTE RATE: 25K + BUSINESS TRAVEL



KEYNOTE & WORKSHOP: AGENDA & PREPARATION



KEYNOTE & WORKSHOP OVERVIEW

SAMPLE AGENDAS - WORKSHOPS ARE OFFERED IN 1/2, 1 AND 2-DAY CONFIGURATIONS

90-MINUTE to 1/2-DAY AGENDA:

1. *The Multiplier Effect + The Five Disciplines of Multipliers*
2. *The Accidental Diminisher - how we accidentally shut down intelligence despite our best intentions*
3. *The Art of the Question - asking questions that spark innovation and intelligence*
4. *Becoming a Multiplier - including experiments for participants to try on their own (10-Minutes)*

1-DAY WORKSHOP AGENDA:

1. *The Multiplier Effect + The Five Disciplines of Multipliers (45-Minutes)*
2. *The Accidental Diminisher (60-Minutes)*
3. *The Art of the Question (60-Minutes)*

Lunch Break

1. ** Talent Magnet (90 Minutes)*
2. ** Challenger (90 Minutes)*
3. *Next: Becoming (30 Minutes)*

** For the afternoon, select
2 of the 5 Multipliers Disciplines.*

PLANNING FOR YOUR SESSION

ENGAGEMENT AND OUTCOMES

ENGAGEMENT PHASES	WISEMAN RESPONSIBILITIES	CLIENT RESPONSIBILITIES
<i>1. SESSION DESIGN</i>	Work with the client to understand the business and leadership challenges and provide context for the session	Set workshop objectives, identify and invite participants and co-plan session agenda with The Wiseman Group
<i>2. SESSION DELIVERY</i>	Prepare materials and lead session aligned with identified needs and approved agenda	Manage keynote or workshop logistics
<i>3. SESSION FOLLOW-UP</i>	Conduct a 30-minute check-in call with client to assess impact, answer questions, and support action plans	Participate in conference call and share feedback and survey results

KEYNOTE & WORKSHOP OUTCOMES

THINK DIFFERENTLY:

Get ready for a mindset shift enabling your leaders to jump from using their intelligence to get results to using their smarts to amplify the capability of those they lead.

BUILD INTELLIGENCE:

Multipliers get 2X the intelligence of their team. Leaders will learn how they might be accidentally diminishing others talents and what to do about it. Workshop participants will develop practical leadership skills to apply run Multiplier experiments in their leadership role immediately.

PROGRAMS & PRICING

KEYNOTES

- Keynote by Liz Wiseman - 50K
- Keynote by Shawnn Vanderhoven - 25K
- Keynote by Elise Foster or Alyssa Gallagher - 20K
- Keynote by Wiseman Group Master Practitioner - 10K
- * Add Travel

WORKSHOPS

- 1/2-Day: Multiplier Effect + Art of the Question - 10K
- Full Day: + 2 Multipliers Disciplines - 15K
- 2-Day: + 3 Multipliers Disciplines - 25K
- * Add Travel

DEVELOPMENT JOURNEY

- 4-Weeks, 8-Weeks or 12-Weeks: The Multiplier Effect + Art of the Question + 5 Multipliers Disciplines + 12 Experiments + Coaching
- * Priced by number of attendees

PARTNER & CERTIFICATION

- 3 Day Facilitator Certification - 6.5K
- IP License Participant Fee - \$200 per Leader

ASSESSMENTS

- Full Multipliers 360 - \$350
- Utilization Index 360 (3-Mintue 360) - \$150
- Personal Multipliers Assessment - \$50

DEAR LEARNING AND DEVELOPMENT,

BUILD YOUR TEAMS NATIVE GENIUS.

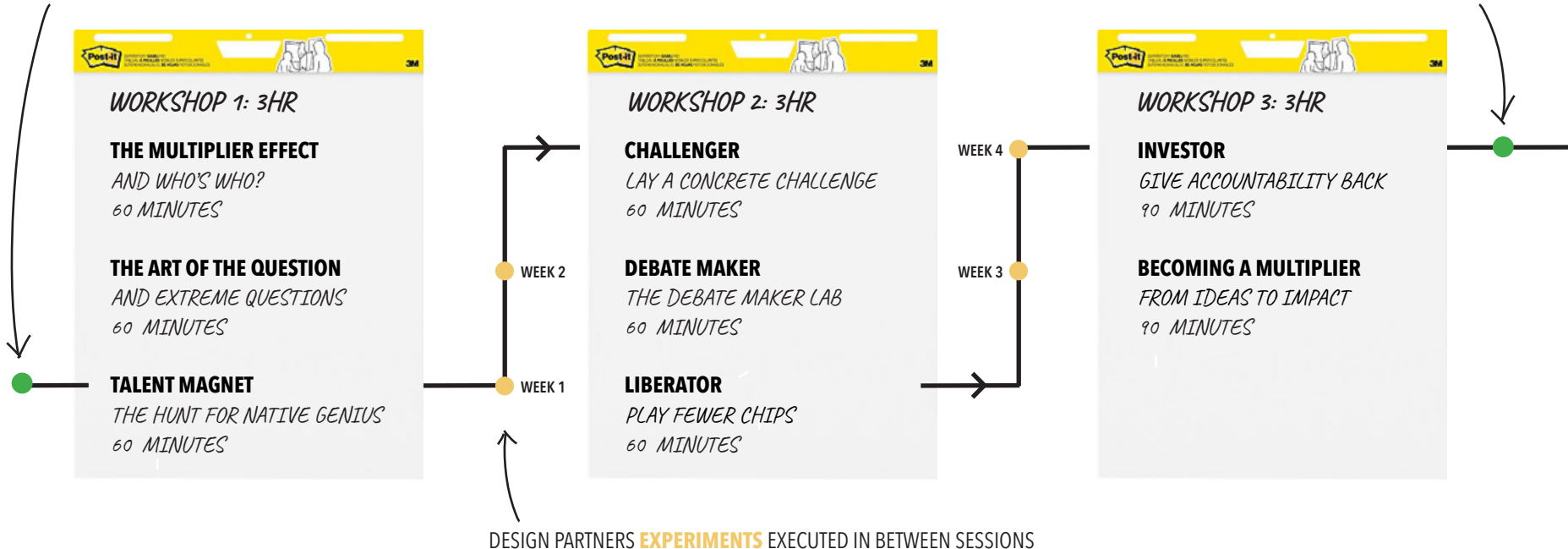
GET CERTIFIED, DESIGN & RUN
YOUR MULTIPLIERS PROGRAMS:
HERE ARE JUST TWO OF MANY EXAMPLES.

HOW TO DEVELOP **LEADERS** TO MAKE EVERYONE SMARTER:

4-WEEK PROGRAM: CREATE MULTIPLIER HABITS THROUGH A SERIES OF **SMALL WINS**

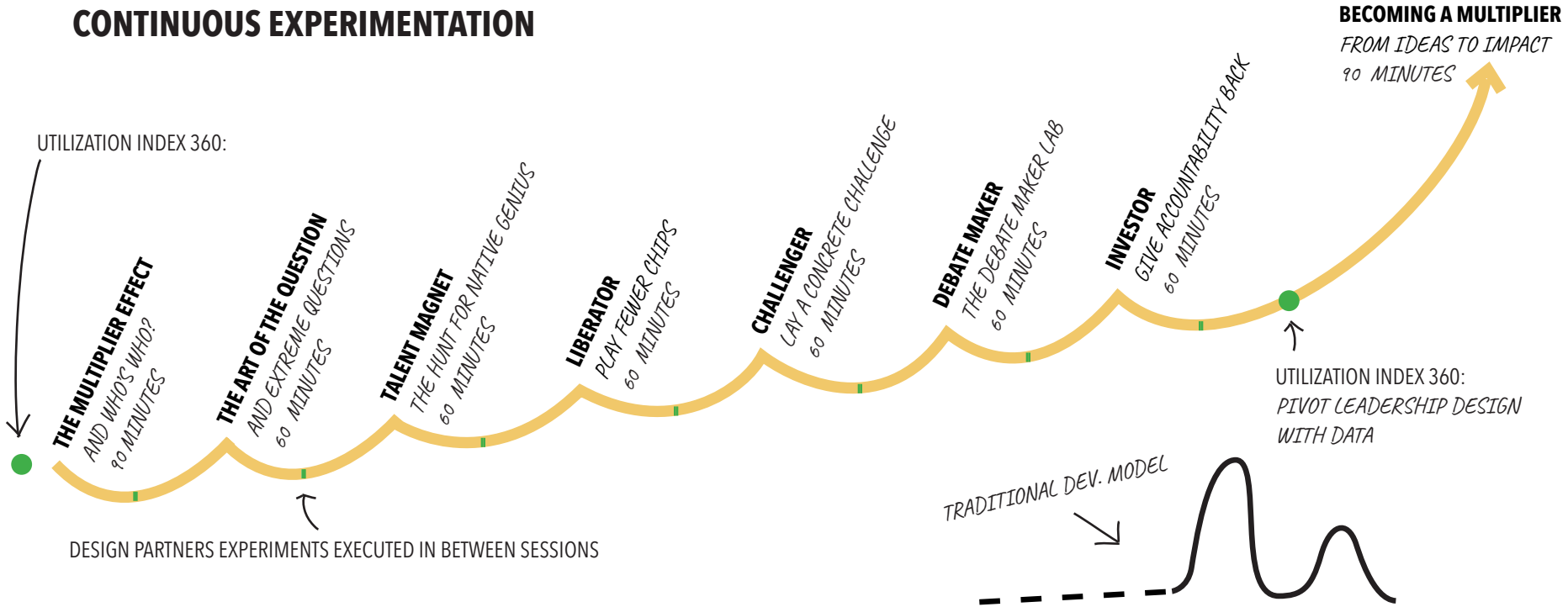
UTILIZATION INDEX **360**: *LEADERSHIP DESIGN STARTS WITH DATA*

UTILIZATION INDEX **360**: *LET'S SEE HOW WE DID!*



HOW TO DEVELOP **LEADERS** MAKE EVERYONE SMARTER:

8-WEEK PROGRAM: DEVELOPING MULTIPLIER DISCIPLINE THROUGH CONTINUOUS EXPERIMENTATION



"We need more than just geniuses at the top of our organizations; we need genius makers."

- LIZ WISEMAN

