



Grow Smart Pods



Tackling real-world business challenges with colleagues who help you stretch and grow is the best way to accelerate leadership growth.

Some things never go out of style - like the opportunity to tackle an important business challenge with a group of peers you respect and admire. Successful executives look back and recall specific moments where they pushed themselves on big challenges that elevated their performance and activated their potential. While many leadership development programs come and go, the learning-on-the-job, "Action Learning" concepts never go out of style. Why? Because cohort-based development on stretch assignments really works.



Dollar for dollar, Grow Smart Coaching Pods deliver the highest development impact with the lowest barriers for getting started. We've built our accelerated leadership development programs around this concept, with Good Leadership as our partner. It really works.

Chief Human Resources Officer

Global Consumer Products and Home Care



"You can't have an effective organization without good leadership."

-Paul Batz, Founder & CEO, Good Leadership

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For COOs and CHROs who are:

1. Budget-challenged, juggling multiple requests and priorities for developing mid-level leaders
2. Identifying specific challenges like accountability, hybrid work challenges or broken teamwork between function teams
3. Prioritizing the development of a handful of future leaders for purposes of succession planning and retention

Good Leadership Grow Smart Pods are an efficient, effective, and easy to start program to accelerate the development of key leaders. Six leaders are assembled together and guided by a Good Leadership coach in tackling a specific and highly relevant business challenge. Each Grow Smart Pod is sponsored by a senior executive to ensure the work stays focused, and barriers to success are removed at the executive level.

Coaching and peer accountability create the best atmosphere for fast growth

The more responsibility leaders gain over their career, the less satisfying traditional training-based development becomes. As the stakes increase, leaders today want the observations of a coach from outside the organization, and they want to develop on the job with the people important to their success.

Grow Smart Pods address these common concerns:

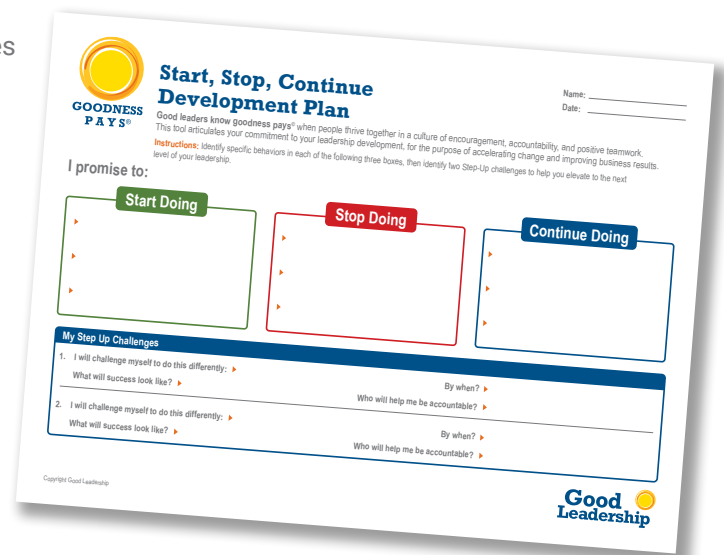
1. Real-world context: The participants and HR managers gain pragmatic insights about how to solve specific problems - not case studies.
2. Transparency: Unlike classroom-style or virtual training, working in coaching pods creates an open forum where development challenges are shared, discussed, and worked through together.
3. Values and leadership expectations enhanced in real-time: It's one thing to discuss values and critical skills, but it's another thing to have coaching buddies share their feedback directly, in the moment.

Benefits of Good Leadership Grow Smart Pods:

- Economics: Bringing six people together with the same coach costs less than half of traditional coaching.
- Business improvement beyond training: Senior executives are involved in selecting specific business challenges relevant to the business plan.
- Executive and HR alignment: By working together and sharing progress, the team at the top and HR have the same information and see the same development results in real-time.

Details:

- Six emerging leaders work with the same executive coach while tackling an important business problem together.
- Each of the six leaders will have two alignment meetings with their supervisor and HR involved.
- The Pod will build a team charter and business case to justify the expense, and to deliver a tangible ROI to the organization.



The Good Leadership Difference

The Good Leadership coaching team is focused on organizational effectiveness. That means serving a triple purpose: ensuring the success of the individual, the success of operational teams, and a steady supply of leaders who are equipped and ready to step up when needed.

Learn more about **Grow Smart Pods** today by contacting

to schedule a conversation.