

We Help Clients
Maximize the
Unused Human
Capacity in Their
Organizations



IN2GREAT

OUR METHODS

- Leadership Systems
- Engagement, Development & Retention
- Fulfillment First

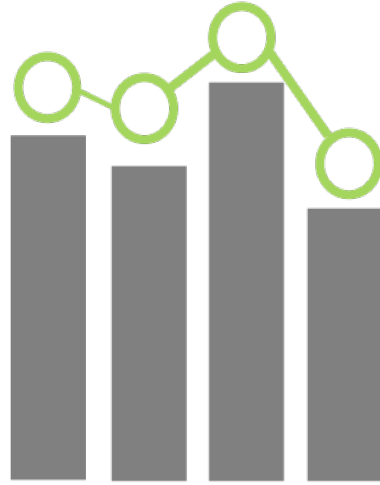
"FOR THE MOST, WE HAVE LEARNED HOW TO
MANAGE PEOPLE. THE PROBLEM IS, PEOPLE
WERE NOT MEANT TO BE MANAGED. PROJECTS,
PROCESSES, BUDGETS, PRIORITIES, EXPECTATIONS;
THOSE ARE THE TYPES OF THINGS WE
MANAGE. PEOPLE ARE CREATED TO BE
LED! AND YOU CANT LEAD SOMEONE
YOU DONT UNDERSTAND."

- THE L-21 GROUP

IN2GREAT



DEVELOPMENT
FOCUSED



DATA
CENTRIC

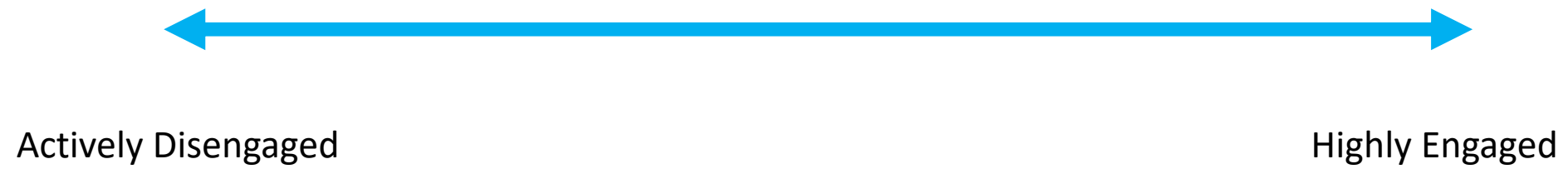


INSIGHT
DRIVEN



ACTION
ORIENTED

IT'S ALL ABOUT PEOPLE!



Approximately 70% variation, explained by the manager.
~Gallup

Profit & Loss

Income

Sales	\$120,200.00
Services	\$55,000.00
Other Income	\$2,520.00
Total Income	\$177,720.00

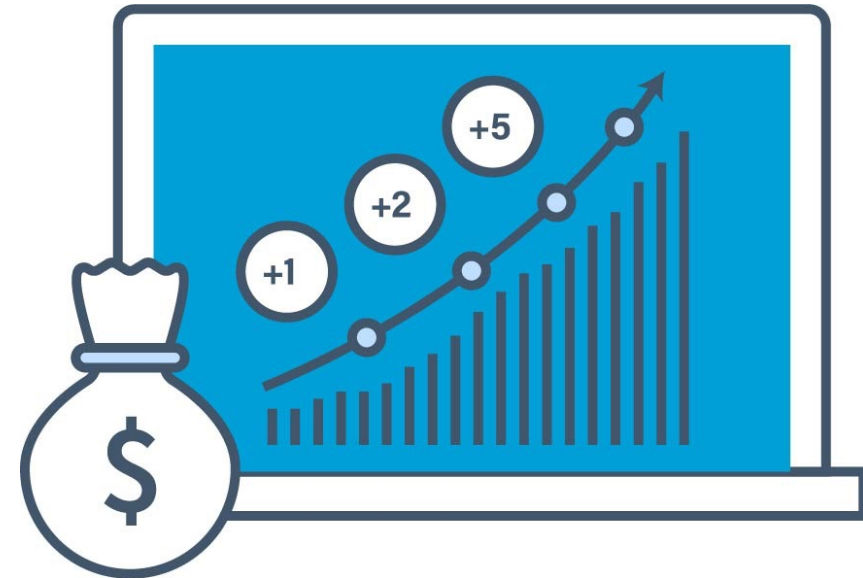
Expenses

Accounting	\$2,500.00
Advertising	\$7,500.00
Assets - Small	\$100.00
Bank Charges	\$962.40
Cost of Good Sold	\$22,500.00
Depreciation	
Interest	
Motor Vehicle	\$1,203.50
Office Supplies	\$962.11
Postage & Printing	\$725.00
Rent	\$15,610.00
Repairs & Maintenance	\$1,082.00
Stationery	\$660.00
Subscriptions	\$3,690.00
Telephone	\$2,165.00
Training / Seminars	\$2,200.00
Wages & Oncosts	\$65,000.00
Total Expenses	\$140,062.57

Profit / (Loss) **\$37,657.43**

Unused Human Capacity \$

How Much Does Unused Human Capacity Cost?



UNUSED HUMAN CAPACITY: what does it cost?

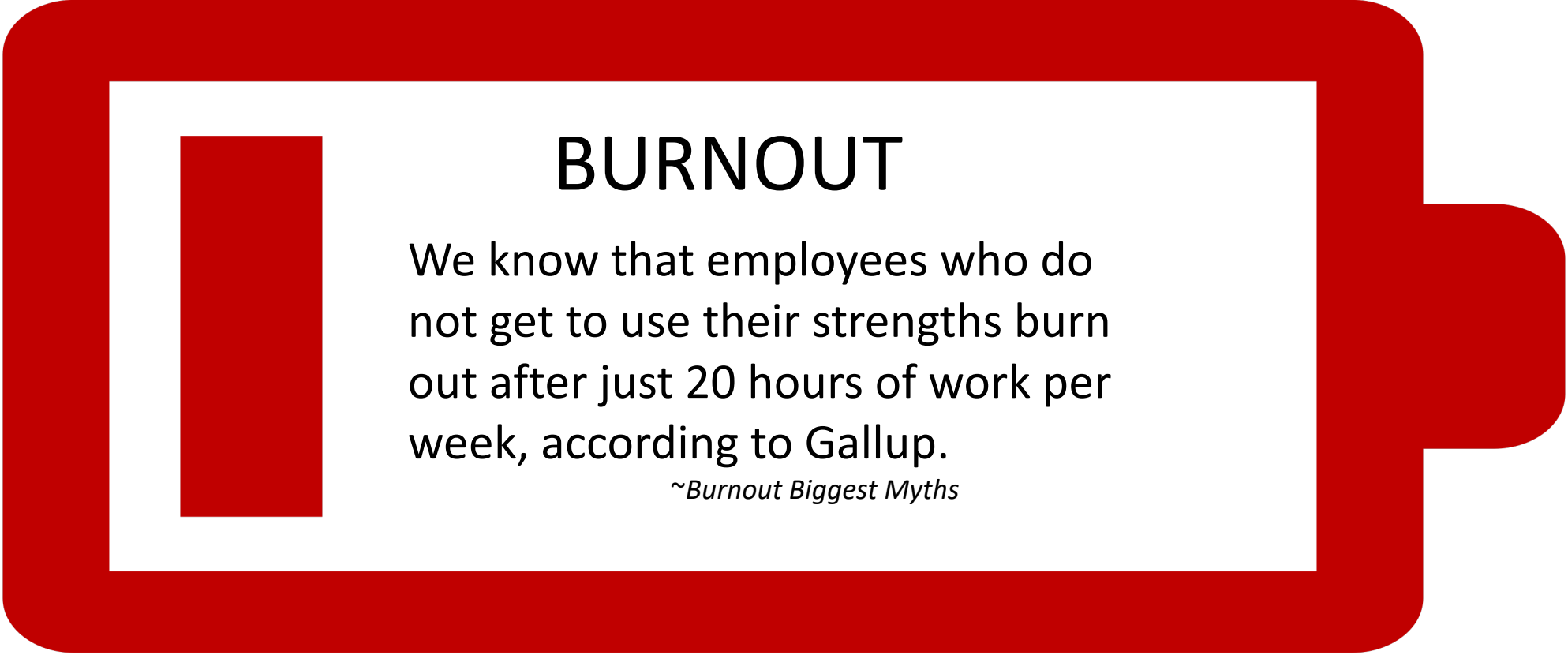
“The Power of One Meaningful Conversation Per Week.”
~Gallup

THE 1:1
CONVERSATION

1. Someone cares about my development
2. I have an opportunity to do what I am good at
3. My opinion counts
4. My leadership cares about my well being at work
5. I have a best friend at work



Performance does not always equal fulfillment.



BURNOUT

We know that employees who do not get to use their strengths burn out after just 20 hours of work per week, according to Gallup.

~Burnout Biggest Myths

THE
CURRENT
STATE OF
LEADERSHIP

THE 4 CHALLENGES



1. Leadership Fatigue



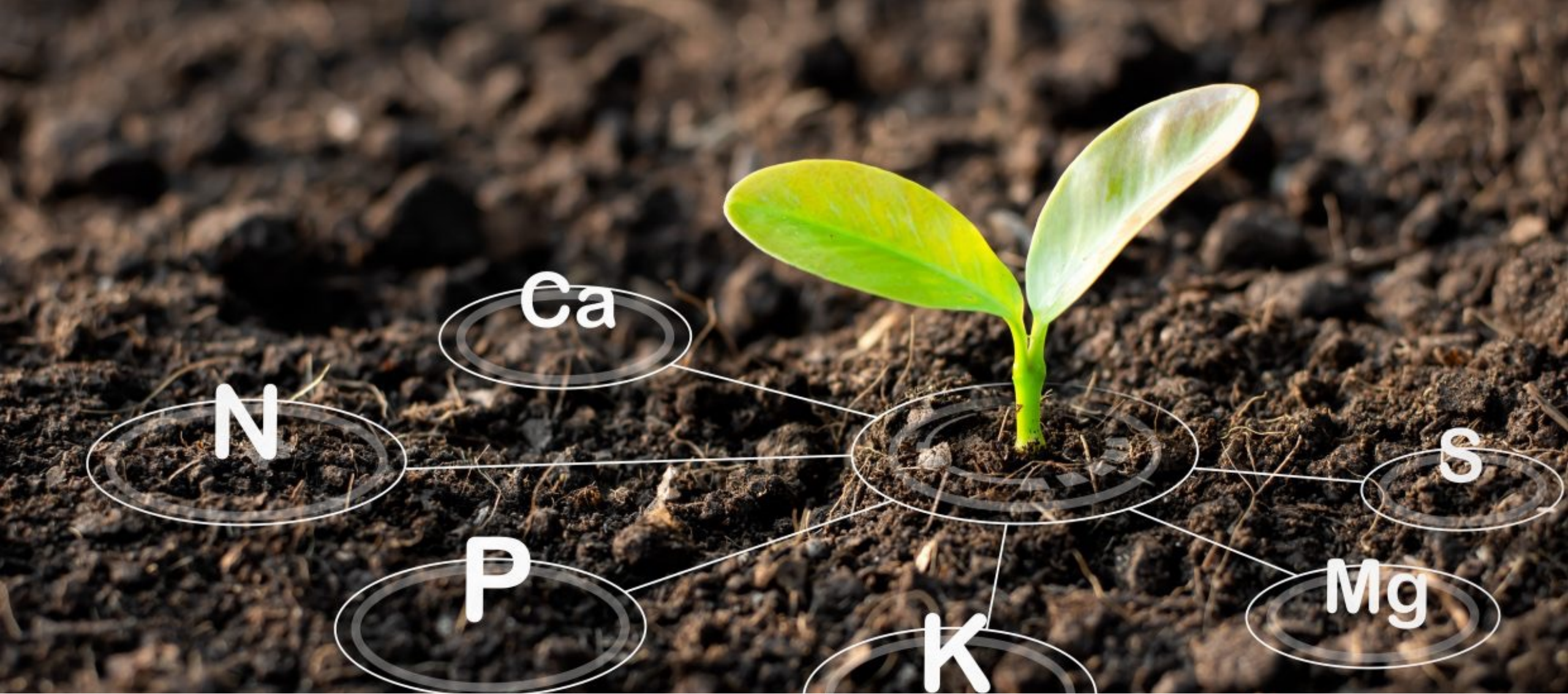
2. Time Scarcity: Mental Map



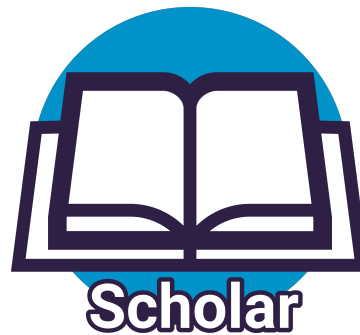
3. Know-How Scarcity: Mental Map



4. If We Are Honest: Fear



DATA-CENTRIC DEVELOPMENT



17 Reference Profiles



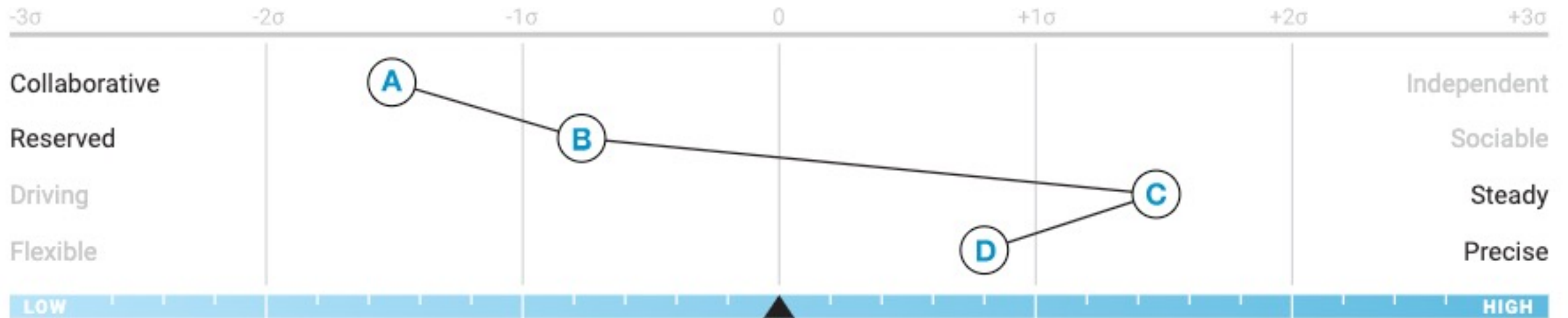
- INDEPENDENT
- **AUTONOMY IN PROBLEM-SOLVING**
- INITIATIVE
- TAKES RISK



- INDEPENDENT
- **LIKES TO SOLVE PROBLEMS**
- NEEDS ACCURACY



- Stability
- Freedom From Changing Priorities
- Needs time to adjust to change



M: 22

CHANGE

Behavioral



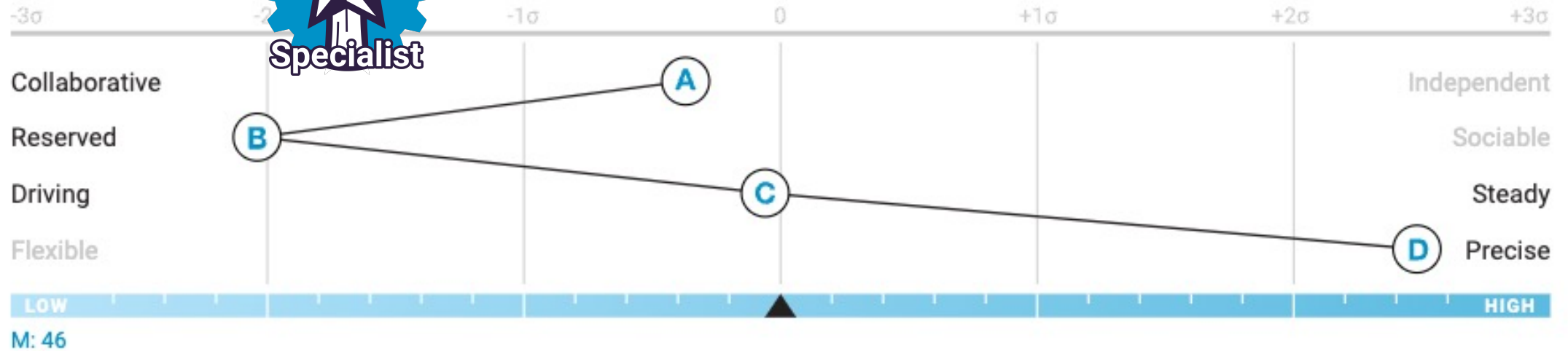
NEW IN LEADERSHIP AVOIDING CONFLICT

[Compare To Job](#)

[Download Full Pattern](#)

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2020 May 16



Behavioral

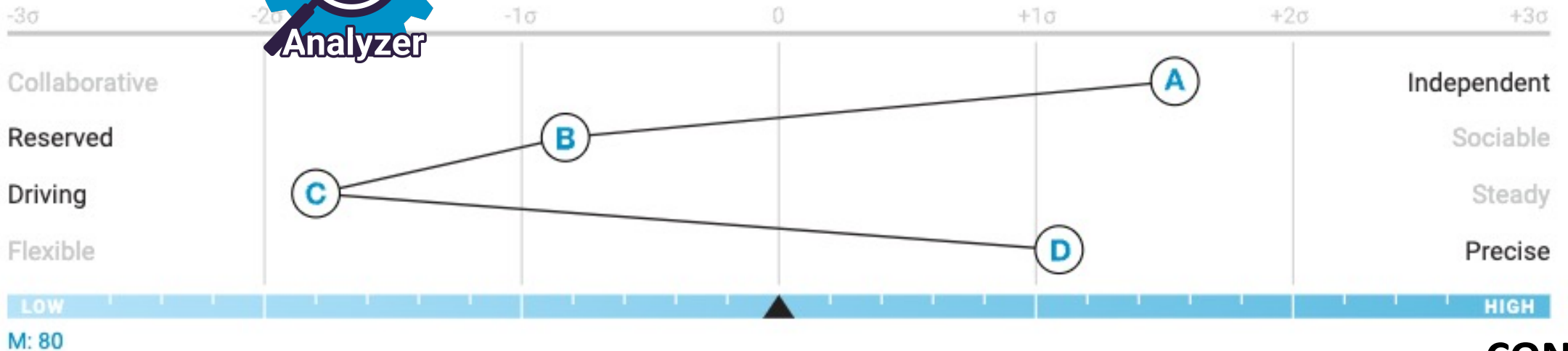


CONFRONTING CONFLICT IN A VERY AGGRESSIVE WAY

[Download Full Pattern](#)

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2020 March 18



CONFLICT

PLANT SUPERVISOR



"I like to lead by giving people freedom, not with tight structure...I think people like this type of environment."

THE TEAM



The entire team needs clarity of expectations, certainty they are doing things the right way, they need the structure



PEOPLE BEHAVE IN A WAY THAT MAKE SENSE TO THEM

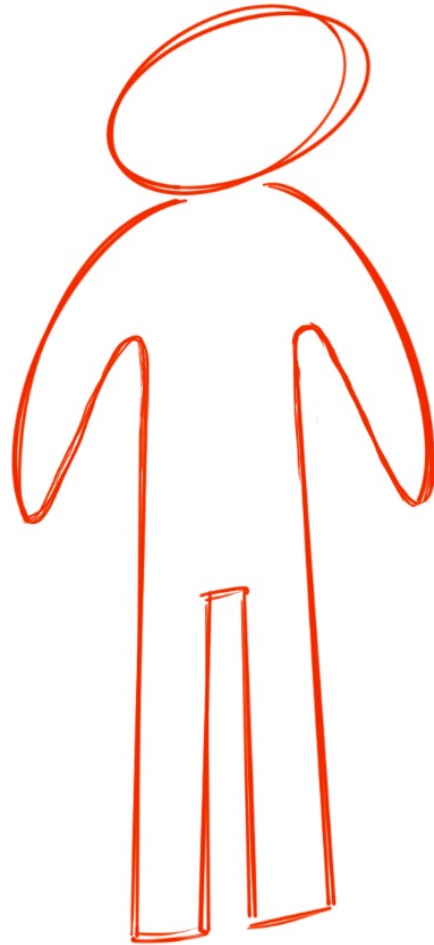


PEOPLE BEHAVE IN A WAY THAT MAKES
PERFECT SENSE TO THEM



INSIGHTS THAT CAN BE GAINED THROUGH DATA

THE WHOLE
PERSON
SHOWS UP



HEAD

BEHAVIORAL DNA	COGNITIVE ABILITY
THOUGHTS	MENTAL MAPS

HEART

CORE BELIEFS	GIFTS
MEANING	PASSIONS

BRIEFCASE

RESUME	SKILLS
HOBBIES	EXPERIENCE

THE PREDICTIVE INDEX MEASURES NATURAL HUMAN DRIVES

PEOPLE HAVE

DRIVES

DRIVES CREATE

NEEDS

A RESPONSE TO NEEDS

BEHAVIORS



We are guessing at
what drives the
behavior

If we are only
observing
behaviors

PEOPLE HAVE

DRIVES CREATE

A RESPONSE TO NEEDS

DRIVES

NEEDS

BEHAVIORS

When we measure
the natural human
drives

We can predict the
needs and
behaviors



PEOPLE HAVE

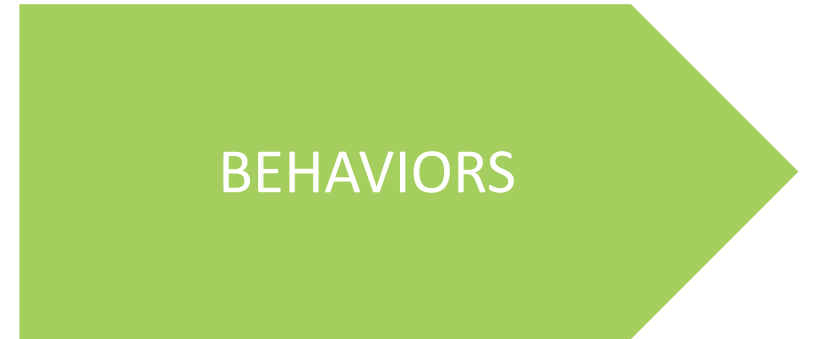
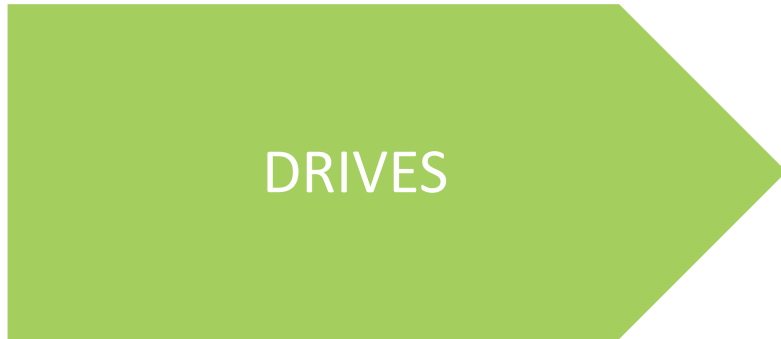
DRIVES CREATE

A RESPONSE TO NEEDS

DRIVES

NEEDS

BEHAVIORS



Collaborative

DOMINANCE



Independent

Reserved

EXTRAVERSION



Sociable

Driving

PATIENCE



Steady

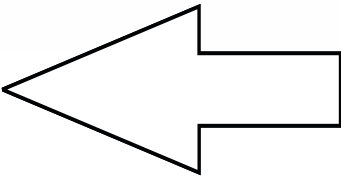
Flexible

FORMALITY

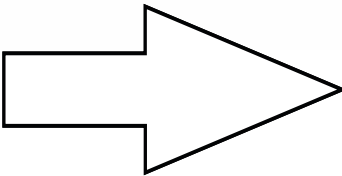


Precise

LOW

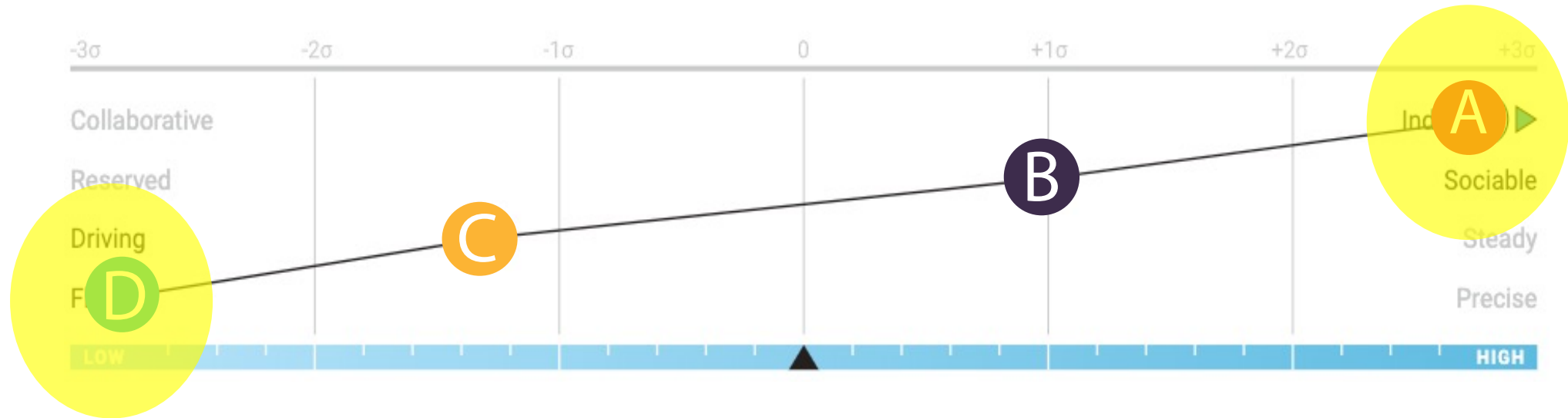


MIDPOINT



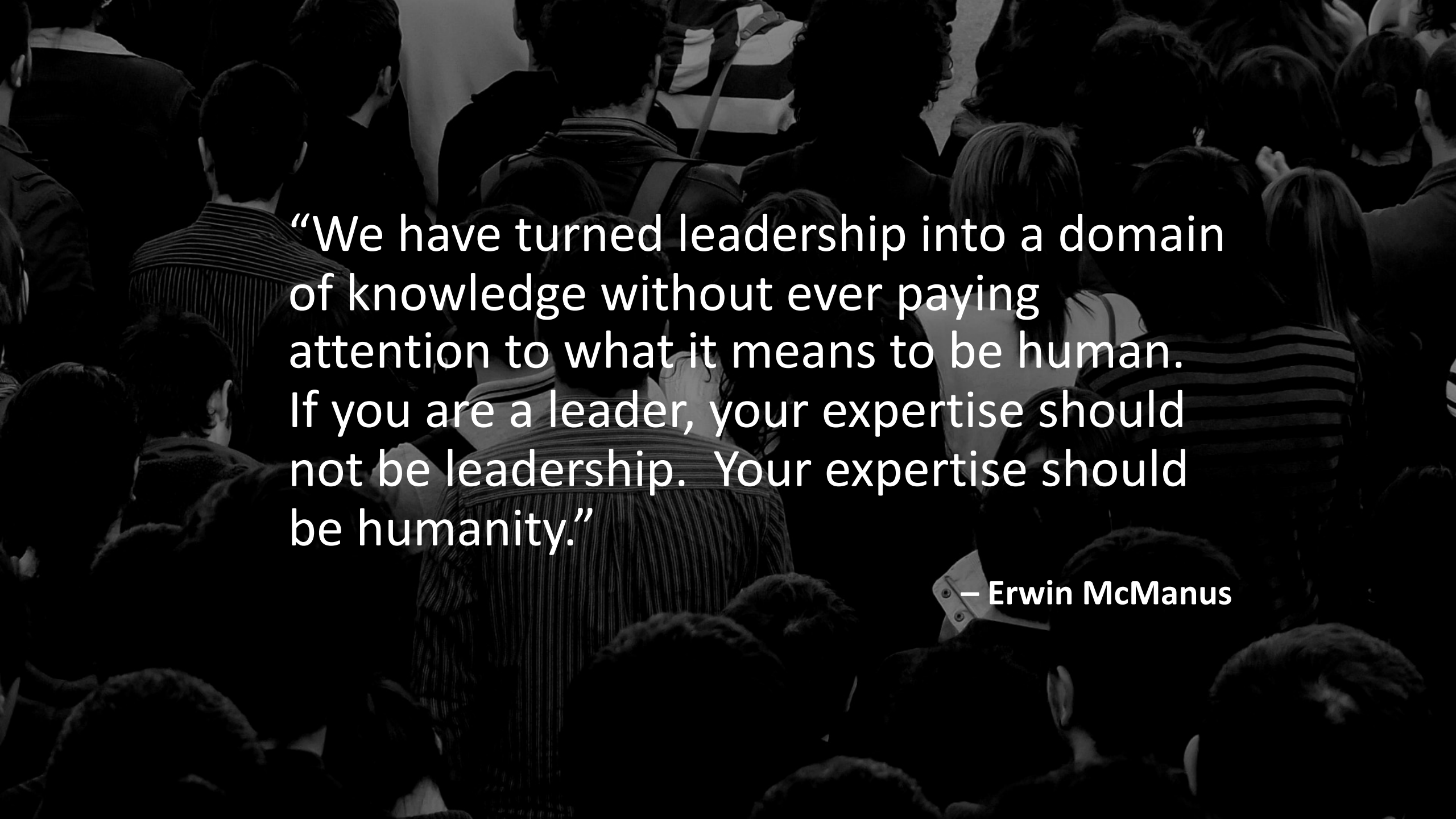
HIGH

THE INTENSITY OF THE DRIVES



When factors move farther from the midpoint:

The more **INTENSE** the Drives, the more **FELT** the needs, and the more **OBVIOUS** the behaviors.



“We have turned leadership into a domain of knowledge without ever paying attention to what it means to be human. If you are a leader, your expertise should not be leadership. Your expertise should be humanity.”

— Erwin McManus

Webinar Offers:

- Schedule a Mini Leader Deep Dive Session, to discover how your Leadership fits into your team dynamics. (90 minutes)
- OR -
- Schedule a job target session to gain insight(s) on hiring a key role or promoting someone to a new role.

FREE For Webinar Participants



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