



MULTIPLYING TALENT & LEADING AT THE SPEED OF TRUST

with Michael Simpson

Two-Day Course Outline

Day 1: Multiplying Talent (9.00am - 5.00pm)

Modules	Participants Will Be Able To:
<p>The Multiplier Effect & The ROI of Intelligence Analyze the "Intelligence Tax" of diminishing leadership. For senior leaders, this is about identifying how being a "Visionary" or "Pacesetter" can accidentally stifle the next level of management.</p>	<ul style="list-style-type: none">• Define the difference between Diminisher and Multiplier leaders according to Liz Wiseman's research.• Realize they've been impacted by Diminisher and Multiplier leaders in their own lives and careers.• Recognize how even well-intended leadership behaviors can have a diminishing effect on others.• Explore common Accidental Diminisher tendencies from the Multipliers research, and recognize their own most frequent accidentally diminishing behavior as leaders.
<p>Ask Better Questions Shift from "The Answer Man" to "The Lead Inquirer." Senior leaders practice shifting from the mindset of "I need to have all the right answers" to "The best leaders ask the right questions."</p>	<ul style="list-style-type: none">• Practice crafting and asking questions that focus people's intelligence on the right issues and encourage them to contribute their best thinking.• Listen in a way that signals others' input is genuinely valued.• Commit to specific actions to help create more Multiplier Moments back on the job.

Modules	Participants Will Be Able To:
<p>Look for Genius Talent optimization and deployment. Move from the belief that "Real genius is rare" to the mindset that "Everyone has their own natural genius."</p>	<ul style="list-style-type: none"> • Practice actively looking for natural genius—something people do easily and freely. • Practice identifying and applying the natural genius of others back on the job. • Commit to specific actions that will help them look for genius back on the job.
<p>Create Space for Others Balancing executive presence with team autonomy. Moving to the mindset that "The best leaders create a space that fosters bold thinking and action."</p>	<ul style="list-style-type: none"> • Practice deciding how they can strike the right balance between contributing too much and contributing too little as leaders. • Practice determining strategies to create an environment where it is safe for people to think, speak, and learn. • Commit to specific actions that will help them create space for others back on the job.
<p>Offer Bigger Challenges Scaling growth through stretch opportunities. Shifting from giving directives to expressing goal statements as challenge questions.</p>	<ul style="list-style-type: none"> • Shift from the Diminisher Mindset of "I give directives that showcase what I know" to the Multiplier Mindset of "We grow when we're asked to stretch beyond what we know how to do." • Practice expressing opportunities or goal statements as challenge questions that cause others to offer their full intelligence and capability—both intellectually and emotionally. • Commit to specific actions that will help them offer bigger challenges back on the job.

Day 2: Leading at the Speed of Trust (9.00am - 5.00pm)

Modules	Participants Will Be Able To:
<p>The Connection: The Multiplier - Trust Bridge The intelligence unlocked on Day 1 requires a foundation of trust to be sustained. This session connects the "Multiplier Mindset" to the "Economics of Trust."</p>	<ul style="list-style-type: none"> • Understand that credibility and behavior are always connected to be a model of high trust. • Prepare to bridge individual leadership habits with organizational performance multipliers.
<p>The Case for Trust: Speed & Cost Framing trust as a hard economic driver for the C-Suite rather than a soft social virtue.</p>	<ul style="list-style-type: none"> • "See" and measure the impact of trust on speed and cost of work to convert trust taxes into trust dividends. • Identify specific areas where low trust is slowing down strategic execution.
<p>Be a High-Trust Leader: The 4 Cores of Credibility Auditing the leader's personal foundation to ensure they can effectively lead a team of "geniuses."</p>	<ul style="list-style-type: none"> • Discover evidence of high- and low-personal trust through the <i>Speed of Trust Leader Assessment</i>. • Model personal credibility, demonstrate high-trust behaviors, and avoid counterfeit behaviors to generate trust dividends.
<p>Extend, Restore, and Develop Relationship Trust Managing complex stakeholder relationships and high-stakes team dynamics.</p>	<ul style="list-style-type: none"> • Prepare for and structure conversations that extend, restore, and develop trust in relationships. • Apply high-trust behaviors specifically to the "Multiplier Moments" and "Challenge Questions" developed on Day 1.

Modules	Participants Will Be Able To:
<p>Create a High-Trust Team Building a high-performance culture across the entire senior leadership team.</p>	<ul style="list-style-type: none"> • Discover evidence of high- and low-team trust through the <i>Speed of Trust Team Assessment</i>. • Model credibility and demonstrate high-trust behaviors as a collective team to eliminate silos and "internal taxes."
<p>Multipliers & Trust in Action: Sustaining Performance Finalizing the High-Velocity Roadmap for the organization.</p>	<ul style="list-style-type: none"> • Prioritize actions to create more Multiplier Moments back on the job. • Commit to run Multiplier Experiments with their teams integrated with Trust Action Plans to sustainably impact performance.

Executive Architecture: The Leadership Programme

For senior leaders, the value of this programme lies in the transition between these two days. It moves the conversation from individual management tactics to the design of a high-velocity organization.

The Credibility-Behavior Loop

Day 1 establishes the behavioral framework of a **Multiplier**. Day 2 provides the structural integrity for those behaviors by grounding them in the **4 Cores of Credibility**. Without this loop, "Multiplier" behaviors can be perceived as a temporary management style. With it, they become a sustainable leadership system backed by proven intent and a consistent track record.

Safety as a Catalyst for Accountability

A primary challenge for senior leaders is "creating space" for bold thinking without sacrificing rigor. We bridge this by demonstrating that **Relationship Trust** is the specific mechanism that allows for high standards without the byproduct of fear. While Day 1 identifies the latent intelligence within the team, Day 2 provides the relational safety required to hold that intelligence to a world-class standard of execution.

The Executive Lever: Economic ROI

The ultimate goal of this leadership programme is to eliminate the **Trust Tax** that slows down strategic initiatives. An organization cannot be truly high-intelligence if it is not first high-trust. By the conclusion of the second day, leaders will see themselves as architects of a culture that reduces friction and maximizes the ROI of its human capital. This is the executive lever: removing the tax on operations to fully realize the potential of the workforce.