

MULTIPLIERS™ COACHING

HOW THE BEST LEADERS MAKE EVERYONE SMARTER

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THE
multipliers™ EXPERIENCE

IN PARTNERSHIP WITH





*Know-it-all
leadership
was so last
century.*



*The critical skill of this
century is not what you
know; it is how you
access what other
people know.*

C K Prahalad



MULTIPLIERS COACHING SYSTEM

*A leadership framework
for making everyone
smarter*

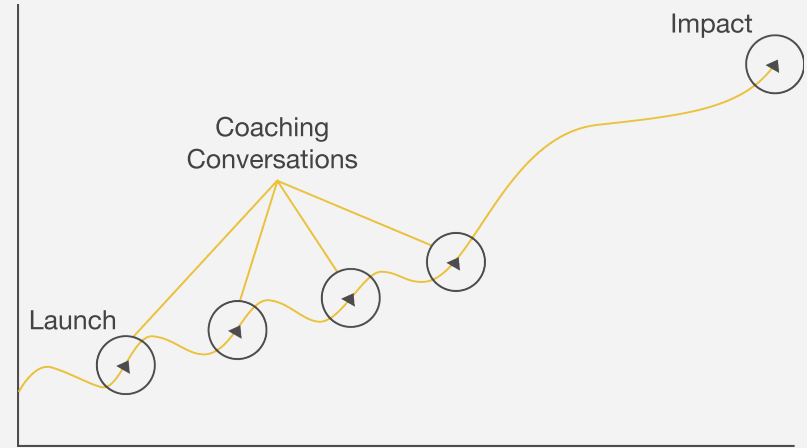
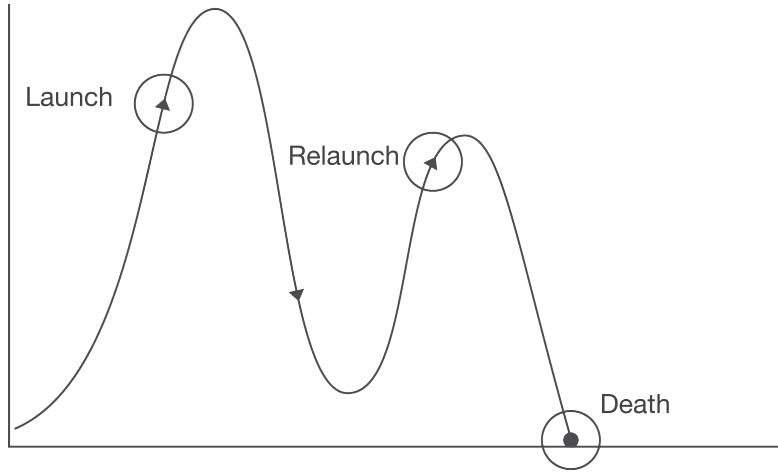


Content Coaching vs Traditional Training

Traditional Learning Programs

vs

Multipliers™ Coaching System



Super inspirational, loads of promise....Oh dang.

Stars with excitement, finish with impact. BAM

NEW Multipliers™ Coaching System

The purpose of this coaching system is to support the **journey to Build Multiplier Habits**. Most leadership development programs are rich with inspiration and insight but don't necessarily lead to long-term change. ***This Coaching program is different.***

A System To Cultivate Multiplier Habits

The Multipliers™ Coaching System offers **eight 50-minute conversations** designed to help individuals shift from being an **Accidental Diminisher to an Intentional Multiplier**. Coachees will explore their leadership assumptions, develop new skills, and build new habits so they can **fully utilise all of the intelligence around them**.



Eight Conversations Worth Having

Each Multiplier coaching conversation offers a fresh perspective on how you can get more intelligence from your team. You'll explore what triggers your Accidental diminishing tendencies and how to habitually shift your response to Multiplying behaviour.

Here's how it works:

1. Take the **MULTIPLIERS™ 360** or run an **ACCIDENTAL DIMINISHER 3-MINUTE 360** with your team.
2. Use the feedback to pick which **MULTIPLIER CONVERSATIONS** you need to have to fully access your team's talent.
3. Schedule the sessions with your **MULTIPLIERS COACH**, buckle up and get ready for the ride.

Ask the Right Questions

Spark better thinking by asking questions that focus on the right problems.

Demand Rigor Through Debate

Make smarter decisions by investing in gathering people's best thinking through debate before the decision is made.

Do Less Challenge More

Decrease Accidental Diminishing by calibrating noble intentions, ensuring full utilisation of your staff's intelligence.

Discover & Utilise Genius

Capture latent intelligence by looking for genius everywhere, so you can put it to work on what matters.

Learn From Mistakes

Create a safe space for bold thinking by creating a safe environment, clarifying where people take risks and where they can't.

Challenge People to Stretch

Build organisational capability by engaging your team members and challenging them to do something hard while generating belief that it's possible.

Play Fewer Chips

Create space for others to contribute by getting people's best thinking and knowing when to play small, so others can play big.

Invest in Ownership

Develop independence and capacity by giving people ownership of work that will require them to grow.

Example Configuration #1

BUILD A JOURNEY FOCUSED ON WHAT MATTERS MOST

Pick the conversation your company and team need to deal with the most pressing issues

MULTIPLIERS 360 OR 3-MINUTE 360

GREAT LEADERSHIP STARTS WITH GOOD DATA

REPEAT THE **360** LET'S SEE
HOW WE DID

CONVERSATION #1

Week
1

Do less, challenge more
*Decrease Accidental
Diminishing by calibrating
noble intentions, ensuring
full utilisation of your staff
intelligence.*

Week
2

CONVERSATION #2

Ask the right questions
*Spark better thinking
by asking questions that
focus the organisation on
the right problem.*

Week
3

CONVERSATION #3

Challenge people to stretch
*Build organisational
capability by engaging your
team members and
challenging them to do
something hard while
generating a belief that it's
possible.*

Week
4

RUN LEADERSHIP EXPERIMENTS TESTED IN BETWEEN CONVERSATIONS

Example Configuration #2

THE ULTIMATE LEADERSHIP LEVEL UP

Round out your Multiplier toolset with all eight conversations

Becoming a Multiplier starts with awareness

Multipliers 360 or
3-Minute 360

#1 Do Less, Challenge More
Decrease accidental diminishing

#2 Ask The Right Questions
Spark better thinking

#3 Discover & Utilize Genius
Capture latent intelligence

#4 Learn From Mistakes
Create a safe space for bold thinking

#5 Challenge People To Stretch
Build organisational capability

#6 Demand Rigor Through Debate
Make smarter decisions

#7 Play Fewer Chips
Create space for others to contribute

#8 Invest In Ownership
Develop independence and capability

Run leadership **EXPERIMENTS** in between conversations

TRADITIONAL DEVELOPMENT MODEL

Your Coaching Pack

The Multipliers™ 360

- A quick but comprehensive insight into
- 1) your strengths as Multiplier and Diminisher
 - 2) how you might be Accidentally Diminishing others

Multipliers™ Journal

Your go-to lab notebook for coaching conversations and experimentation

Back Pocket Questions

A personally developed set of back pocket questions, getting you ready to access what others know with just a moment's notice

Multipliers™ Coaching Guide

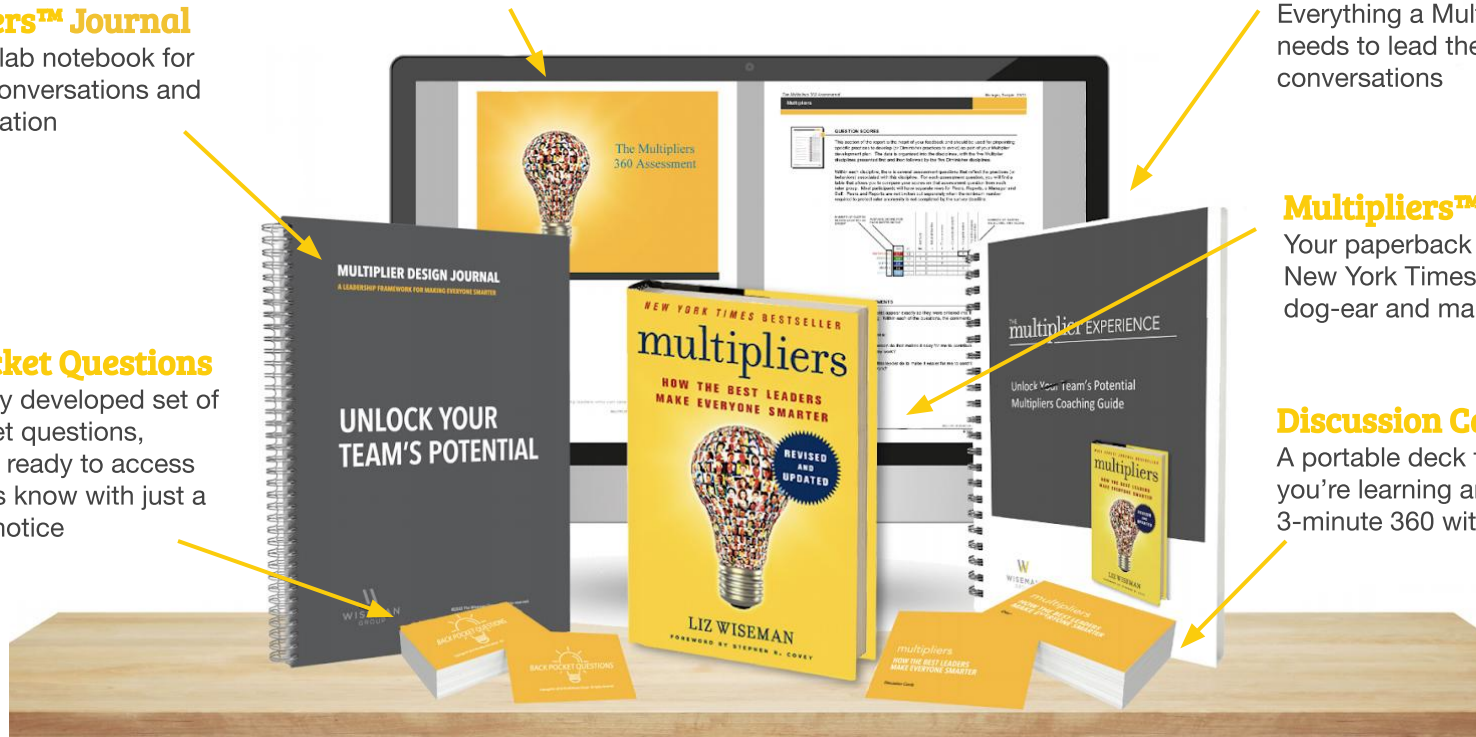
Everything a Multipliers Coach needs to lead the eight conversations

Multipliers™ The Book

Your paperback copy of The New York Times Bestseller to dog-ear and mark-up

Discussion Cards

A portable deck to share what you're learning and run the 3-minute 360 with your team



Business Results Group is the Exclusive Provider of
Multipliers™ Experience Training in Africa

Coach Accreditation also available

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

Liz Wiseman

