

Revealing Your Hidden STARS: Realizing the potential of your organization



Workshop Overview

Your leadership is key to realizing the potential of your employees.

Employees do their best work with a clear vision and mission. This workshop will begin with a discussion of your business and an assessment of your current business situation. We will then look at your leadership style and how it aligns with the opportunities and challenges in your business.

During the day, we will also focus on your corporate culture and cover areas including trust, employee engagement, communication, and feedback. We will work on methods to ensure you have a culture of learning in your organization to ensure your succession plans become reality.

Results and Output

At the end of the day, participants will have looked at:

- A nuanced assessment of their business situation
- How their leadership styles need to adapt based on the business situation
- Who the hidden stars are on their team and how to better leverage them
- An action plan for the next 30-90 days

Approach

This workshop has been created to work well either in person or virtually.

Ideally, this is a 4-hour workshop, but can be shortened to 2 hours.

The workshop leverages the STARS Model as developed by Michael D. Watkins in *The First 90 Days*.

S: Start-Up

T: Turn-Around

A: Accelerated Growth

R: Realignment

S: Sustaining Success

This is a highly interactive workshop – participants should come prepared to share their business challenges and to provide feedback to others.

About the presenter: Kristi Stepp



Kristi Stepp is a partner with the Sigred Group, a management recruiting and leadership advisory firm. She has over 30

years of human resources experience in the automotive, healthcare, food/beverage and workforce solutions industries.

Before joining the Sigred Group, Kristi served in strategic human resource roles at several leading global organizations including General Motors, Kelly Services, Pepsi-Cola and Volkswagen.