

# Adopting a unique process within a changing environment

**The philosophy of Leadership Management International (LMI) is based on the premise that men and women can achieve their personal and professional goals, no matter what obstacles lay ahead. Instead, the only real limitations are self-imposed doubts or difficulties.**

Through LMI's unique process, individuals can bring about long-lasting change that will help them achieve their full potential, in turn allowing modern businesses to deliver better results.

Whilst books and seminars can provide some expert guidance, the emotional benefits are often short lived, indicating a need for specialist processes that successfully deliver long-term benefits.

# Why won't traditional methods work?

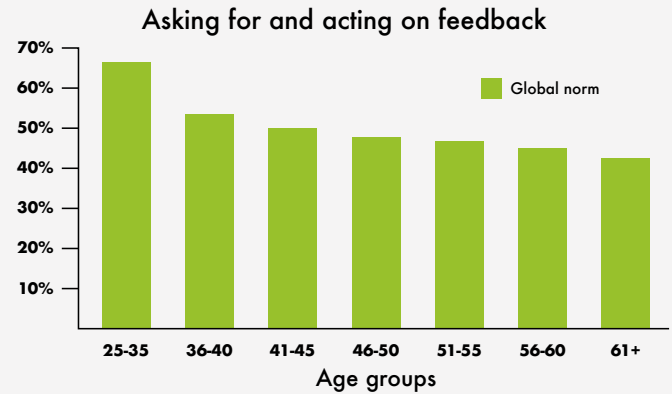
**Most modern businesses have become obsessed with ROI, as this allows them to monitor investments in a world where budgets are tight.**

Therefore, it's common practice for companies to offer 1-2 day training courses for staff, where a trainer will come into the office and run through basic leadership principles or ideas.

Of course, after being lectured to for hours at a time, information overload can occur for some individuals, as they struggle to retain all the important tips and advice shared.

In fact, for all the time and money that businesses invest in such training, they're only boosting employee knowledge by 1%.

Surely there are more effective methods available?



Business leaders must become what we call infinite learners - those who not only enjoy learning but feel a constant need to acquire new skills.

- Reid Hoffman, Harvard Business Review

## The need for training

The natural progression of older, more experienced leaders retiring means that young and unqualified professionals are being moved into high-profile positions prematurely.

This lack of suitable training is a cause for concern for businesses and individuals alike, with many feeling the pressure of being under-trained and heavily relied upon by their fellow employees.

**93%**  
of managers need training  
on coaching employees

**19%**  
of business leaders view  
leadership development  
programs as relevant to  
the issues they face

Younger employees want help and guidance before taking over leadership positions, receiving feedback from their senior colleagues and making improvements that will deliver success.

With the changing workforce driving the demand for younger leaders, it's crucial that businesses start preparing young and aspiring leaders for their future roles.

# LMI's unique process

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**Without confident and effective leaders, businesses will struggle to reach their peak performance and compete in the local and global markets. To stand out from the competition, organisations must provide their workers with the knowledge they need to be successful, ensuring they make the most of their newly learned skills.**

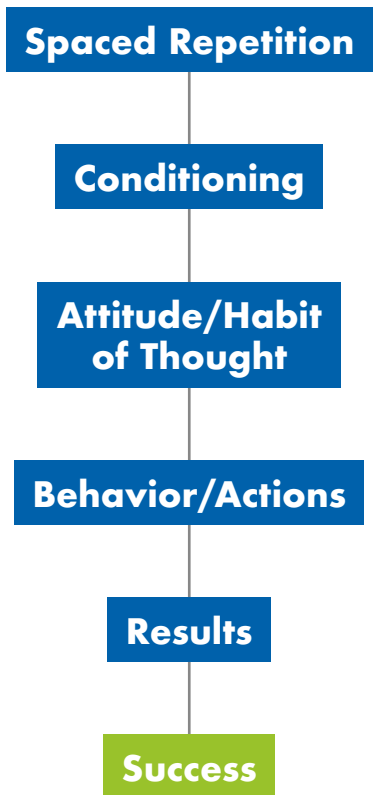
As an effective leader, individuals will create a motivational environment for their wider team, clearly communicating goals to the people in that organisation. Outlining their vision for the future, they can use immense focus to drive the business forward and help fellow colleagues deliver exceptional results.

One of the most important tasks is learning how to transform the average working person into an effective and motivational leader.

For some workers, it may be obvious that changes need to be made to bring about success but finding a process to deliver long-term improvements is easier said than done. It's in these situations that LMI's unique process excels, working to magnify potential and building leadership capability.

Rather than lecturing and leaving individuals, the course is structured over several weeks, with experienced coaches on-hand to guide workers through each step. Throughout the course, LMI works to empower individuals, helping them focus on what's important and teaching them the skills needed to succeed at the highest level.

For those individuals who want to fulfil their potential while driving their business forward, then they must implement dramatic changes, using LMI's process to accelerate development considerably.



## Where to start?

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**Most development programmes tell you that success will be achieved at the end of the seminar or workshop, however, the starting points of these programmes do not put you on the right path for future success.**

After analysing the problems currently faced by your organisation, most training programmes shift the focus to solving the issue, before encouraging participants to practice what they have learnt with each other.

While this form of 'training' isn't necessarily time-consuming, it also doesn't produce long-lasting results. If the results aren't easily measurable then how do you know if it's worth continuing with?

LMI's process does not follow this problem analysis and

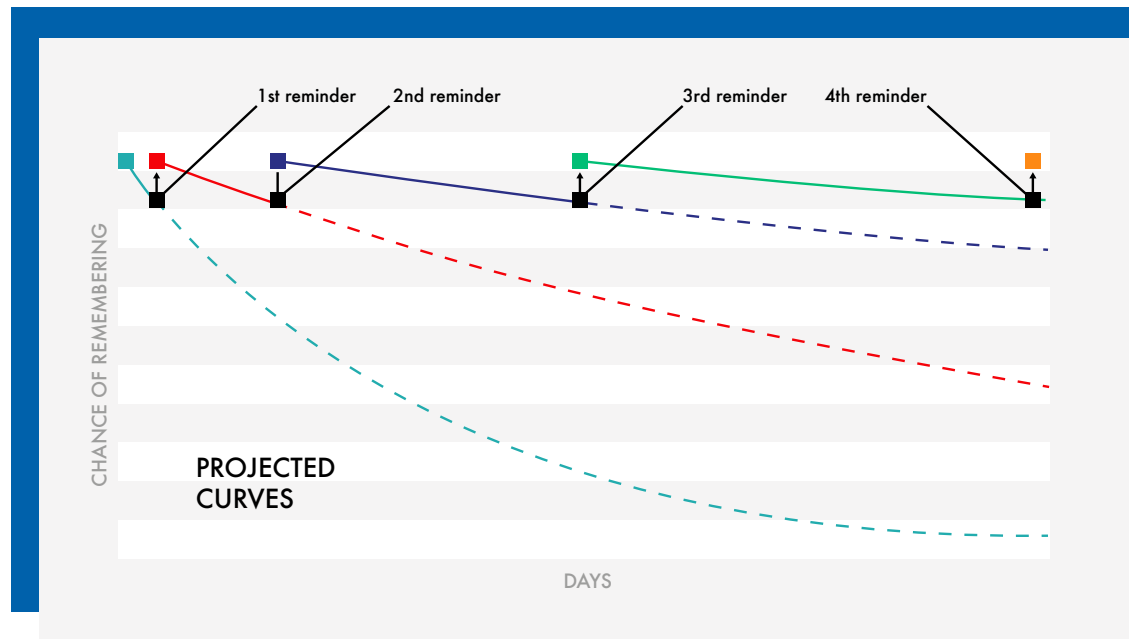
solutions method. Facilitating discussion and practice throughout the entire programme, the lessons are spread out into weekly instalments to avoid information overload.

Each week the participant must read the week's lesson and listen to the audio recording of the lesson a minimum of six times. Whilst listening, it's important that the user makes notes and highlights portions of the text that stand out.

After repeating this process six times, you will be asked to answer follow up questions to test information retention, which will be enhanced if you're using all five senses. That way, when the group reconvenes for the lesson later that week, everyone is prepared for in-depth discussion and analysis.

# The Key Element

The key to LMI's process is the order in which learning takes place. True learning and information retention rely on spaced repetition. The graph below highlights 'The Forgetting Curve' which shows how much we forget based on how many times we review the information:



As you can see, by repeatedly reviewing the information each day, you can internalise what is being taught instead of letting information slip past you.

Spaced repetition allows you to hold on to crucial, business-enhancing information.

## Conclusion

- Companies need young leaders
- Inexperienced leaders require development
- Leaders aren't receiving the support they need
- Current processes are ineffective
- There is a solution available to businesses

The solution to this problem is LMI's proven success plan, allowing every employee to recognise their true potential and drive the business forward. All it needs is the right development process to access it.

## Contact Us

Discover the true potential of LMI's proven success process and take your business to the next level.

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