

# The Advisory Alliance

**STRATEGIC, MULTI-LOCATION LEADERSHIP**

TALENT. LEADERSHIP. PERFORMANCE. <sup>SM</sup>



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[www.advisoryalliance.com](http://www.advisoryalliance.com)

*“Leadership skill...is considered by the majority of respondents to be the capability that contributes most to performance. Yet only 35 percent of respondents say they focus on it. And only 36 percent of executives consider their companies better than competitors at leadership development.”*

- McKinsey,  
Building Organizational Capability



## **The Challenge in Leading Multiple Locations**

Strategic, Multi-Location Leaders are expected to demonstrate versatile leadership. They're expected to drive the effective implementation of corporate strategy, and at the same time ensure seamless operations and exceptional customer service at multiple locations in the field.

However, at times, Multi-Location Leaders can be reactive, responding to what are urgent, but not necessarily important issues. As a result, coaching and development of local managers and associates suffer, which hurts both individual and unit performance.

*“Although attention to execution is important, an exclusive focus on it can have insidious long-term effects. Such a preoccupation leaves no time for efforts to deal with new demands..., let alone for looking at the big picture.*

*“Of the time district managers spend managing the frontline environment, some spend just 4 to 10 percent of their time – as little as ten minutes a day – to coaching teams.”*

- McKinsey,  
Unlocking the Potential of Frontline Managers



## Designed by and for Multi-Location Leaders

**Strategic, Multi-Location Leadership** is designed for mid- to senior-level leaders responsible for the revenue, operations, and overall market performance of multi-unit territories or districts.

## A Customized, Pragmatic Approach to Field Leadership

**Strategic, Multi-Location Leadership** is a customized multi-day training program that challenges participants to think and lead more strategically. Participants acquire the information, tools, and capability to implement this enhanced leadership approach the first day back in the field.

## Leadership, Capability, and Performance

By offering **Strategic, Multi-Location Leadership**, your organization will:

- Advance leadership performance at the territory/district level.
- Drive performance across key metrics at the store/branch level.
- Develop leaders who can think and act more strategically.
- Enable leaders to better coach both teams and individuals.
- Build a leadership culture that treats talent development as a strategic priority.
- Educate leaders to develop and retain high potential employees.
- Help leaders further their strengths, and overcome their vulnerabilities.

## Critical Leadership Skills Delivered

- Aligning your Locations' Operations with your Company's Strategy.
- Creating the Time and Opportunity to Think and Lead Strategically.
- Using 5 Essentials to Build a High-Performing Team.
- Delivering High-Impact Feedback and Coaching to Accelerate Employee Performance.
- Following the 5 Steps to Delegate without Regret.
- Building a Better Bench and Creating a Continuous Supply of Great Employees.
- 360° Feedback for Uncovering Leadership Strengths and Vulnerabilities.
- *All programs are customized, and additional content may be added to address the unique needs of your organization.*



## A FLEXIBLE DESIGN TO SUIT YOUR NEEDS

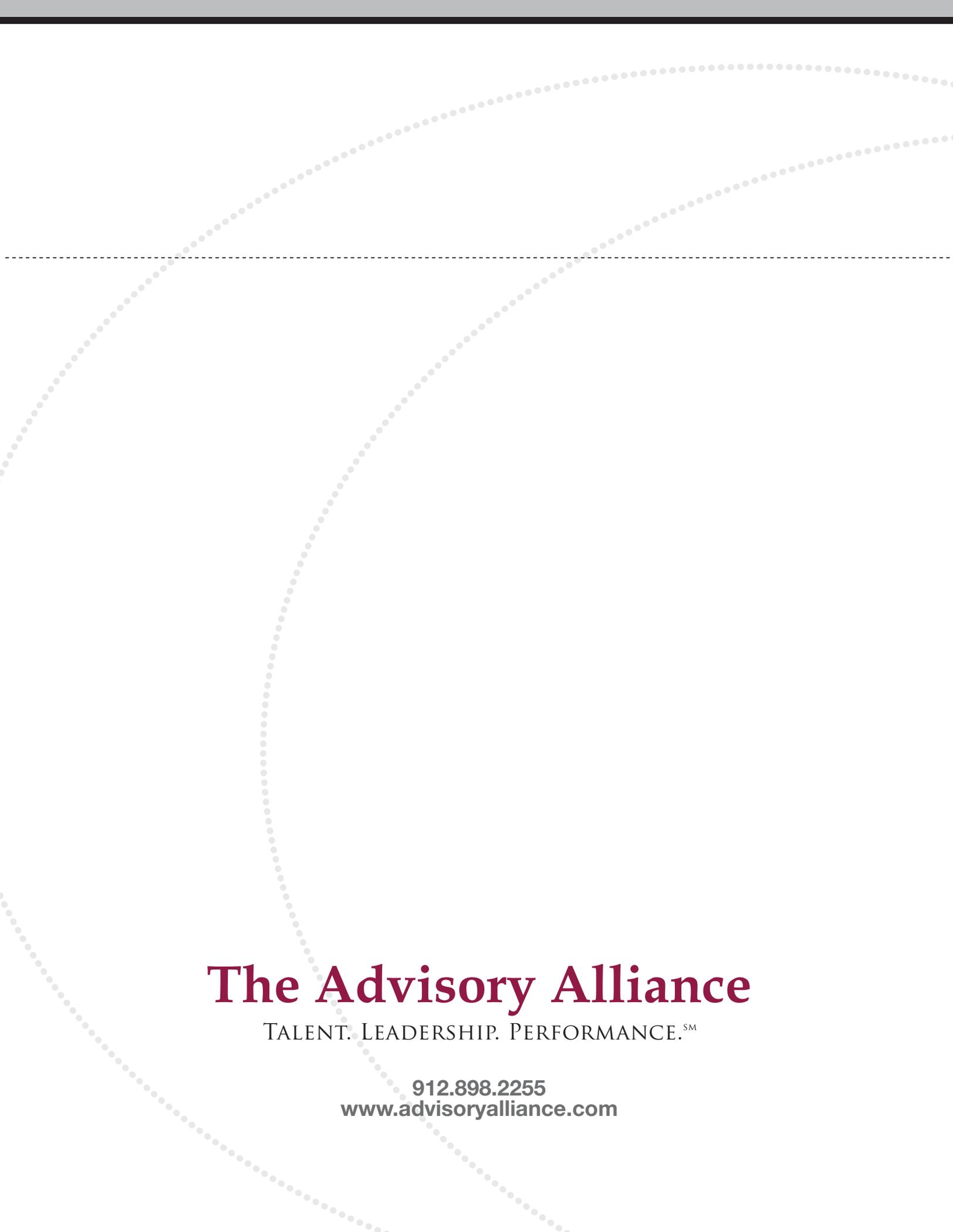
**Strategic, Multi-Location Leadership** is delivered in 2- to 4-day sessions, and is complemented by a 180-day reinforcement process focused on current leadership challenges, as well as optional 1-on-1 executive coaching.

## IT'S ALL ABOUT LEADERSHIP

**The Advisory Alliance** advises and works with Fortune 500 & Mid-Market companies for improved leadership selection, development, and succession.

Our clients are from the public and private sectors, across diverse industries.

And we help them identify, develop and retain their next generation of leaders and managers.



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