

Your Secret Weapon for Creating Engaged, Productive and Happy Teams

THE E-SCORE ADVANTAGE

REJUVENATE AND RESKILL TEAMS FOR SUCCESS - AND HAPPIER WORKDAYS!

amadeus

COMCAST

EVERSOURCE



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TESLA

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“Workers are tired, stressed and feeling overwhelmed.” We can help.

78% Employees say stress negatively impacts their work performance.

70% Would take a pay cut now for a role that better supports their well-being.

46% Likely to quit within 12 months; too much work-related stress.

38% Feel their company provides clarity on what they need to do to succeed.

Workforce Institute Study – March 2023

THE E-SCORE



ADVANTAGE

THE E-SCORE ADVANTAGE

- Improves engagement, productivity, value delivery, creative problem-solving, communication – *and makes people feel good!*
- Measurable Engagement Score (E-Score) and Personalized Plan
- In-person workshop and eight-week online group coaching program to boost E-Scores: *Engaged, Effective, Empowered, Entrepreneurial and Enjoyment*
- Management Toolkit and practical solutions for today's business challenges
- Supportive Community for a safe space to learn and accountability to put the learning into practice



Our (lofty) goal is to help people create the best jobs they ever had.

SESSION 1:

FEB 10 – Apr 4, 2024

STRATEGIC LEADERSHIP TRACK

For Managers, Directors, VPs
5-15 years experience

Kickoff Workshop

SAT, FEB 10, 2023 in Boston

Weekly Online Class

Thursdays 7-8 pm EST

FEB 15, 2024 – APR 4, 2024

SESSION 2:

FEB 24 – Apr 16, 2024

CAREER GROWTH TRACK

For Individual Contributors
2-5 years experience

Kickoff Workshop

SAT, FEB 24, 2023 in Boston

Weekly Online Class

Tuesdays 7-8 pm EST

FEB 27, 2024 – APR 16, 2024

DESIGNED FOR TEAMS – SPECIAL OFFER UNTIL 1/15/24

6 Pack Special: Buy 5 and get 6th Free. Save \$1295!

Can reserve spots now and send names later. Offer until 1/15/24.

FEES: \$1295 includes Kickoff Workshop in Boston, 8-week online group coaching program and Pre- and Post E-Score analysis. All materials, and light meals included at workshop. (Hotel/travel not included.)

REGISTER: sfil.co

hello@sfil.co



**SCHOOL FOR
INSPIRING LEADERS**

THE SECRET SAUCE FOR SUCCESS

formerly Year of Action

THE E-SCORE ADVANTAGE

Professional Development Program to Rejuvenate and Reskill Managers and Teams



**SCHOOL FOR
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THE SECRET SAUCE FOR SUCCESS

MODULE 1

ENGAGED

Be actively involved, positive and energized. Create more joy in the job.

Week 1: Go to Your Happy Place

- Connect with a community of like-minded peers
- Exercises to get re-energized, inject more happiness into your day
- Learn how to push past what is holding you back
- Get focused on what you want

Week 2: Culture Club

- Review your current culture
- Great Place to Work Challenge
- Dream Big. Start Small.
- Goal setting exercises

MODULE 2

EFFECTIVE

Achieve desired goals in an efficient, successful and stress-free manner

Week 3: It's About Time

- Feel in control of your time
- Time Study and 80/20 Training
- Meeting Audit and Assessment
- Practical strategies and focus on actions that get results

Week 4: Know Your Value

- Identify your Unique Value Proposition
- Create your Blue Ocean Strategy
- Get clear on what you want and what the company needs
- Articulate how your role and your team impacts the company's bottom line

MODULE 3

EMPOWERED

Feel confident and excited to speak up, make decisions and take ownership

Week 5: Power Tools

- Practical tools to help empower you to succeed
- Negotiate like a pro
- Sample Tools:
5 Why's, 4 C's, 3 Things, 15/5, 80/20

Week 6: Talk To Me

- 1:1 Meetings
- New ways to meet and get results
- Email, Slack, Zoom best practices
- New communication tools
- Speak Up, Not Upspeak

MODULE 4

ENTREPRENEURIAL

Display initiative and an innovative, action mindset to drive growth; seize opportunities

Week 7: Business Challenge

- Develop an entrepreneurial mindset to creatively solve problems
- Look for opportunities; new perspectives
- How to turn ideas into action
- Strategic Thinking Challenge
- Learn how to present a business case

Week 8: Shark Tank

- Create a business case on how to improve a real-life business challenge
- Present the case in class and get feedback
- Post E-Score Analysis
- Program summary and follow-up plan

HOW DOES IT WORK?



1 Take the E-Score

Initial assessment across five categories. Each module works with your personalized E-Score Report to focus on areas for improvement.



2 Kickoff Workshop in Boston

Connect with classmates and kick off the program with interactive sessions and introduction to the program and tools.



3 Eight Weekly Online Group Coaching Sessions

Connect from anywhere for the live sessions. Keeps you accountable and moving forward. Practice new skills in a safe space. Classes are recorded, if you can't make the live session.



4 Weekly Action Items

Each week you'll get action items to complete. There is a private group to connect and ask questions, along with a private website with videos and materials.



5 Business Challenge and Post E-Score Analysis

Use the program tools to present a business case "Shark Tank" style. Summary of program and a Post E-Score Analysis for going forward.

WHO IS IT FOR?

There is one track for managers and one for individual contributors. The program covers the same material from different perspectives and focus. This approach aligns teams around a similar mindset and core functions for team success and well-being.

TIME: Estimate 2-3 hours a week

1 hour class and 1-2 hours work on practical exercises (can be done in small chunks.)



FACULTY DIRECTOR

The program is taught by Erin Moran McCormick, former Dir, Curriculum Innovation and Technology at Babson College and Dir, Center for Innovation & Entrepreneurship at UMass Boston. She is a former CIO, started three companies, head of Innovation for a leading PropTech firm, and author of *Year of Action*. She earned certificates from MIT in Business Innovation and Stanford University in Positive Psychology and Well-Being. Erin creates programs that inspire you to be more innovative, confident, successful and happy. She provides a toolkit, framework and supportive community for you to take action and get results.



SPECIAL OFFER UNTIL 1/15/24 - Next sessions start in February

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