

SPONSORING A COMBINED VERSION OF THE LEADERSHIP ON TOP PROGRAM

(THE LID WITH THE LOT AS A COMBO)*

- The Leadership On Top Program is currently offered as a corporate program to organizations who wish to develop their own senior managers and to focus on their own business and organizational needs and priorities. The program works powerfully for businesses and organizations who aspire to achieve ambitious goals and who are committed to developing a group of senior leaders who can work together to realize that aspiration. Leaders & Searle is not currently offering the LOT as an open enrolment program, but we know how effective it is in that format too and we would love do so in the future.
- BUT, the LOT program is now being offered in a Combined Format to those organizations who wish to conduct the program themselves but enlarge the number of participants beyond their own group, introduce more variety into the mix of management experience, influence allied organizations, or to reduce their own program costs.
- The Combined Format has elements of a corporate program and elements of an open enrolment program.
- Your organization Sponsors the Program and you promote additional places to individual managers from other businesses and organizations in your network. These may be same industry organizations, or suppliers, customers, stakeholders or simply contacts. Leaders & Searle will also promote the program to individual managers within our network if you desire, and Leaders & Searle handles all the administrative arrangements in both cases of additional participants as an open enrolment.
- The costs to conduct a corporate LOT program vary depending on a range of choices which you make during our design discussions, including: standard program duration or not, and option for a follow up day; inclusion of specialist presenters or not; inclusion of feedback instrument and feedback giver or not; level of new design and customisation of the program; residential or non-residential; incidental

expenses such as facilities, presenter travel and accommodation. You can choose to have a program with the lot, a simpler program, or something in between.

- Let us look at two scenarios and some indicative costs. You wish to conduct a LOT program and in Scenario 1 you have six (6) managers and you have chosen a five day version of the program without too many extras which may equate to a cost to you of approximately \$4,500 per head. In Scenario 2 you have ten (10) managers and you have chosen a similar version of the LOT program which may equate to a cost to you of approximately \$3000 per head. In both cases, you decide to be a Sponsor also and recruit an additional six (6) participant managers from outside your wider network resulting in programs with either twelve (12) or sixteen (16) participants. Let us say that the fee for the additional managers is set at an attractive open enrolment rate for such a sophisticated program of \$4000 per person. Your organization will share in the additional income and receive a program discount because of the additional enrolments. In Scenario 1 your own costs may reduce to \$2,500 per head for your six managers, and in Scenario 2 they may reduce to \$1,800 per head for your ten managers. Alternatively, as Sponsor organization you may decide to forego some of your own discount and offer it to external parties whom you are keen to attract on your program.
- If you would like to Sponsor a LOT Program or register your individual interest in being an open enrolment participant in a future LOT Program, please contact me at richard@searleburke.com . And, of course, if you would like to conduct your own customised and corporate version of the Leadership On Top Program just for your own managers, please contact me about that too.
- ** “The LID with the LOT as a COMBO”? The LID is our method known as Leadership Insight Dialogue; the LOT is our content and refers to the Leadership On Top Program and Book; the COMBO is our innovative hybrid format for the program. Go to www.searleburke.com/essential-leader-program/.