

Can My Team Perform Without Me?

Am I Building a Team to Perform Without my Daily Leadership?



2021 CONFERENCE



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Discussion Leader

Gary Cornelius

VP of Business Development
TCW, Inc.

- 35-year Industry Veteran
- 16 combined years with TCW
- Majority of career in Sales & Executive Leadership
- Operations Foundation leading into Sales
- Designed and Implemented Sales Program for TCW
- Currently Training my Replacement(s)!



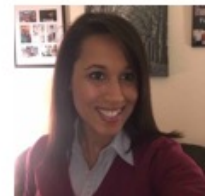
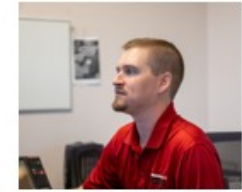
HERE IS WHAT WE'LL COVER TODAY:

- How TCW Develops Today's Performers & Tomorrow's Leaders
- Understand the Critical Skills to Develop in Your Team
- Leverage Internal and External Resources for Training & Growth
- Are YOU Training Your Replacement?
- Discussion / Q & A



How TCW Grows Today's Performers & Tomorrow's Leaders

- Committed to grow from within AND to infuse talent into our industry
- Began Management Development Program
- Everyone begins in Operations to develop the foundation for growth
- Train laterally and vertically to help identify strengths
- Success of the program demonstrated in current roles of Management Development Program participants
- A leader's legacy isn't measured in their performance, but in the quality of leaders they grow.



Critical Thoughts on Growing Leaders



- How does a College Athletic Program become a perennial powerhouse?
- What is your Corporate Culture and How do you Train?
- Do You have the Patience?
- Set Realistic Expectations for both Leadership and the Candidate(s)
- How to Determine Growth Path and Are ALL areas bought in?



Understanding Critical Skills to Develop

- Is Everyone a Candidate for Growth?
- The Value of Lateral Training is Vertical Planning
- Does your Team collaboratively assess your growth candidates?
- What tools do you use for assessment?
- Do you have the latitude for financial/position growth as the candidate progresses?
- Train the foundation, then Grow toward Strengths and Passion



Multiple Training Fronts

- Training their jobs, but also the overall culture, strengths, and services of your Company
- Changes in Landscape provoke Changes in Training
- Does your Training provide sustainability?
- Strength of Training Technique and Strategy



Leverage Internal & External Resources

- What Training is specific to your Company and best taught by internal experts?
- What are your Company's and Your core competencies and strengths?
- Consider engaging experts to lead in "Building" master plan and training
- Partner with Others when the training needed is NOT specific to your Company OR within your strengths.

Luminaries
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Automated Sales & Drip Marketing Software



Are You Training Your Replacement?



- Check Your Ego at the Door!
- How much more productive can WE be if our team does not constantly need our guidance?
- Do YOU plan to Grow? Who is your Backfill?
- Do You plan to Retire? Who are you training to make your transition seamless for your Company?
- Do your peers know who is coming behind you? Are they a part of growing these individuals?



Q & A

