

THE LEVERAGED LEADER

Developing confidence, resilience and the commercial leadership capabilities of Small business Owners, Directors and Managers

Leadership bandwidth and capability are often in short supply in small businesses.

Let's be honest. It is not an easy environment for leaders to emerge, develop and operate in. Constantly shifting goalposts, resource scarcity, and the owner's proximity all contribute to a highly challenging environment in which to take ownership.

Developing and applying great leadership is easily overwhelmed by a deluge of operational and daily stuff, leading to a lack of confidence & ownership avoidance.

Yet, developing the calibre of the leadership team (when done correctly) is the single highest return on investment a company will ever make because;



Leadership coaching rarely makes it to the top of the to-do list, and when it does, it often fails to

DELIVER THE TYPE OF MEANINGFUL & LASTING CHANGE YOU HOPED FOR.

Instead, old habits persist and

- Decisions keep being referred back to the owner(s)
- Collaboration across teams and functions is difficult
- Functional bias creeps into decisions
- Delegation and performance management doesn't work
- Leaders become engaged in endless firefighting
- Opportunities get missed, or the change itself fails to stick

But help is at hand....

The Leveraged Leader

What if leadership development could be brought right into the workplace to feel like something happening in 'real time'?

What if you could use today's problems and challenges as the very lens through which to develop confidence and capability?

"If you want the same old Leadership ideas you can read in books, then Leveraged Leader is not for you. If you want something that takes on the challenges and insecurities that everyone in the SME world is dealing with, head-on, this is it. The program deals with the real world. It's practical, open and honest. It enabled me to change without even raising I had, and ever since I've felt able to deal with whatever is thrown at me, Leveraged Leader helped me make changes in my approach, unlocked potential I didn't know I had and helped me step up fully into my Leadership role. This has helped me navigate the company through the turbulence of the pandemic."

Andy Appleby – Business Operations Director: He-Man Dual Controls Ltd

"I know how hard it can be trying to lead. Even with the benefit of extensive development throughout my career, I still constantly questioned myself and my abilities. In small businesses, this is exponentially harder. I designed Leveraged Leader to develop the management teams in my coaching clients small businesses. I could see they were struggling and often lacked the confidence, resilience and commercial awareness to cope in such a fast-moving and resource-constrained environment.

The Leveraged Leader is a framework that enables people to actively thrive in amongst the chaos. It proved so popular that the many owners I work with decided to go through this journey as well."

Dave Gammon

It all started with a ten point checklist I created for a brand new management team

1 

Leadership is about how you 'show up'.

Identify and use your strengths to the best of your abilities. Deal with your own performance blind spots.

4 

Be the change

Whether you initiate it or react to it, embrace and drive constant change.

7 

Understand the big picture

Tune out your functional bias. Think of the entire company when making decisions and contributing to the strategic debate.

10 

Live with uncertainty.

Accept that business operates in uncertainty and constant change. Stay in your lane and focus on where you have control and influence.

2 

Connection, not conflict

Build relationships within and outside of your team and collaborate cross-functionally.

5 

Be a time lord

Own and value your time. Focus your own and others' efforts on priorities and work at a sustainable intensity.

8 

Teams must perform

The performance of your team is YOUR responsibility. Own the recruitment, training development and management of them.

3 

Transaction to trend.

Don't get mired in transactional detail. Use data to raise your perspective and understand whether we are on track and how we are doing.

6 

Don't fill your bag

Deal with tough decisions and conversations. Don't avoid, delay or defer anything simply because it's hard to do.

9 

Consistency is King

Think in processes and systems. Drive continuous improvement and efficiency.

Think about your own management team (and yourself) – how well do they, and you, live up to these ideas?

"Working with Dave is enjoyable for all personality types; if you're uncomfortable discussing your own reflections on the work, Dave will find ways of unlocking ideas for you anyway, but if you engage on an intellectual level – as I did – Dave rewards this with an enhanced experience that delivers whole new areas of potential."

Andy Gibson BEng (Hons) – Timber Frame Operations Manager: Merronbrook Ltd

What can you gain from Leveraged Leadership ?

The Leverage Leader framework isn't a rigid syllabus. It's flexible and adaptable to your specific needs and outcomes.

How you 'show up'.

- Actively seeking and taking ownership
- Finding your best leadership style
- Being open and transparent
- The confidence to take control & to hold others to account
- Dealing with frustration and anguish
- Creativity in decisions and actions



Playing well with others

- Difficult conversations
- Confident delegation
- Dealing with poor performance and behaviour
- Communicating clearly; influencing and inspiring others
- Managing your boss
- Collaborating across the company



Commercial awareness.

- Embracing new technology and channels
- Contributing to the direction setting of the company
- Removing functional bias in ideas and decisions
- Making high quality balanced commercial decisions



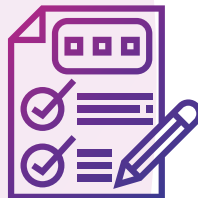
Ready for action.

- Being decisive (no matter how frantic things may get)
- Stopping procrastination
- Keeping control under pressure
- Being decisive more decisive no matter how frantic things may get
- Setting clear priorities



Outcomes and results.

- Creating results focus
- Setting meaningful targets and deadlines
- Motivating yourself and others to take action and meet deadlines
- Solving problems, developing ideas & making decisions
- Execution of plans and actions



Mid-course correction.

- Managing with data and feedback
- Measuring and reporting performance
- Dealing with roadblocks and obstacles



I have just finished a course of sessions with Dave Gammon from Sixth Sense Business and could not be happier. Dave designed a plan to work on some key areas where I felt I needed some improvement to develop my career to the next level. After every session we had, I came away not just learning something about myself but with a real sense that I can achieve my goals. Dave made me put the learning into practice and it really worked. I now use these tools everyday. We as a business will be using Dave in the future.

Nathan Jones Senior Contract Manager Global Service Group

Next steps

The Leveraged Leadership program comes in a range of options to suit all budgets and levels of experience. Ideas are exposed through in-house team development, 1-to-1 engagement and programs where you get to interact with other small business owners.

To find out what the right approach for you and your team is, book a 20-minute discovery call with Dave by either emailing dave@sixthsensebusiness.com or visiting www.sixthsensebusiness.com & using the meeting button link.