

Bluewater's targeted, comprehensive program designed to grow the leaders you need tomorrow, today

“The thing that sits so heavy with me is the knowledge that so many of our senior leaders could walk out the door at any moment and we don’t have the bench strength below them to fill in the knowledge, experience and leadership that they will be taking with them.”

83%

of employers report having a significant number of employees who are at or approaching traditional retirement age (65). Source: 2018 Willis Towers Watson, U.S. Longer Working Careers survey.



Bluewater succession clients Darrin Kelly, Sr. VP & General Manager, Kelsey DeLong, President, and Joe DeLong, Chairman of DeLong's Inc., a 75-year old family business based in Jefferson City, MO

Over the last few years, we have heard from so many business owners and leaders, expressing their concern about the growing gap between senior leaders and their junior successors.

Bluewater's Bridge the Gap is a program designed to solve this specific problem in four, distinct ways:

1. a year-long, small cohort training program;
2. individual Bluewater coaching;
3. a customized competencies development plan, and;
4. guided mentorship and an internal company mentor.

Combining these four aspects of development and support, Bridge the Gap closes the leadership gap.

- Optional premium experiences, including a cohort retreat and National Leadership Conference



Business owners are facing unprecedented challenges brought by the wave of retirements. Senior leaders are retiring, taking with them years of experience, institutional knowledge, and social capital, leaving many organizations with a sizable gap. At the same time, AI, other technical advances, and cultural shifts are providing challenges (and opportunities) never before seen.

Businesses must be prepared, rising leaders must be well-suited, and Bluewater’s Bridge the Gap program gives organizations the competitive advantage needed for success.





FAQs

How is Bridge the Gap different from other leadership programs?

Bridge the Gap is designed to be a comprehensive hybrid approach to your individual team members' leadership development. Utilizing live-virtual learning sessions, individual coaching sessions, driving internal mentorship, coupled with proven and vetted assessments and supported by Bluewater's Learning Management System, this program is designed to grow your leader, not just any leader.

What is the format of Bridge the Gap?

Bridge the Gap is a year-long program designed to grow the leadership in your team members from every angle:

- 10, three-and-a-half-hour, live-virtual training sessions serve as the foundation for developing meaningful, relevant leadership skills along with facilitated discussions and learning from other cohort attendees
- individual monthly coaching sessions (10) with their Bluewater program Chair to further process the learnings from each month's session and to help your leader directly apply the knowledge into your organization
- your participant is paired with an internal company mentor and provided with supporting mentoring documents to easily and effectively guide the mentor and mentee in a 20 – 30-minute mentoring session each month allowing for crucial organization-specific knowledge to be transferred from senior leader to participant
- Bluewater's Learning Management System (LMS) serves to support an individualized leadership competencies plan for each participant. Your participant and their mentor will agree upon the most important leadership competencies needed for their future role and your participant will spend the year working on eight competencies customized to fit their specific growth needs within the organization
- Bluewater's program Chair also conducts three virtual check-ins with your individual's mentor over the course of the program to ensure the individual is reaching the growth that is needed

What leadership topics does Bridge the Gap cover?

Topics include:

- The Art of Influence - growing your participant's ability to intentionally create the influence needed to be a more effective leader
- Shifting to a strategic paradigm - how to create less focus as an individual contributor and shift more to a strategic leader
- Build a winning team – knowing yourself more deeply so you can hire more strategically
- Dynamic Conversations – learning how to navigate difficult but necessary conversations in thoughtful yet very effective ways
- Real Time Coaching for direct reports - continuous evaluation and alignment for more effective employee development
- Planning for the business and creating personal sustainability as a leader
- Learning the skills of facilitating and meeting management to ensure more effective and impactful meetings

To ensure participants don't simply learn about leadership topics, but instead more fully apply their knowledge, participants are required to:

- Develop a Personal Leadership Philosophy (PLP) that participants will use as their foundation for how they will lead and develop their own teams
- Create and implement a Keystone Habit, designed to create the small daily habits that create big, long-term success
- Create and implement a Leadership Initiative in which participants identify a change in their area of focus in the organization and create and execute a strategic and thoughtful plan for implementing positive change within the organization and then report out on the process and lessons learned in the last session

Additionally, participants learn more deeply about their value, their leadership tripping hazards and how to navigate more effectively through them with the use of proven assessments:

- TriMetrixHD – DISC, Driving Forces, Acumen (Powered by TTI Success Insights)
- EQ - Emotional Quotient (Powered by TTI Success Insights)
- Six Types of Working Genius (Powered by Pat Lencioni's Table Group)
- AQ - Adaptability Quotient (Powered by AQai)

Is a live-virtual format engaging enough for my team members?

Over the last four years, Bluewater has perfected the art of live-virtual training. We have trained over 500 individuals in small, effective cohorts in a live-virtual format. Through the use of breakout sessions, exercises and group discussions, participants routinely share with us how engaging and energizing our live-virtual trainings are. We are happy to share references with you if you would like to know more.

Who in my organization is the right candidate for Bridge the Gap?

This program is not designed for your emerging leaders (our Leadership Rising program is designed for that demographic of your organization). This program is specifically targeted to the leaders who will need to step into the shoes of retiring senior leaders. To ensure your leader is the right fit for this program, we will have a pre-registration meeting with the candidate.

What is the investment for Bridge the Gap?

The year-long, 10 session program, inclusive of facilitation, assessments, materials, individual coaching and support is \$18,000 per participant.

CONTACT US FOR DETAILS

877.543.0525

lweigle@bluewateradvisory.com