



Get the leadership edge with JMW



Highly effective leadership is essential to altering the culture and performance of an organization. A strong leadership brand can also create a competitive advantage for businesses in today's resource-constrained market. JMW's programs are specifically designed to equip leaders to dramatically enhance organizational performance.

Since 1986 JMW has designed and delivered customized leadership development programs to some of the world's most successful businesses. We partner with our clients to co-design programs that are tailored to meet the specific needs of their organization.

JMW's Approach

Our pioneering approach is considered innovative by leading academic and corporate universities.

There are four elements to our development programs, and it is the interaction among these that is most innovative.

1	Defining leadership as "causing what isn't" as opposed to "managing what is." Regardless of style or level, a leader's job is to intervene in predictable trends and deliver results that would not otherwise happen.
2	Having participants confront the limits imposed by their strengths and weaknesses to create capabilities beyond both. This is the key to increased confidence.
3	Developing conversational mastery of new distinctions in both speaking and listening as leverage for influence and change. Greater fluency with the language of commitment and action enables leaders to translate concepts, possibilities and ideas into real and measurable results.
4	Delivering "breakthrough project" objectives which far exceed existing expectations, both during and after the program

Other elements to our programs include:

- Conducting multi-session programs over extended periods of 6 to 12 months, with assignments between sessions to apply and enhance learning in action
- Providing mandatory individual coaching during sessions and, by request, between sessions
- Reconciling targeted objectives against actual delivery for learning value
- Linking course content to business context and priorities
- Asking for commitments from participants to improve mental, physical and emotional health
- Establishing learning support partners and groups to sustain learning beyond the program

JMW Methods

The content of our programs ranges from well-established conceptual frameworks to specific methods, tools and practices for applying those concepts in real time. Some examples include:

- Powerfully illuminating issues in a way that allows them to be internalized and dealt with
- Conceptual Frameworks Including The Breakthrough Model™; Background Conversations; Committed vs. Descriptive Talking; A Spectrum of Conversations™ for Engagement and Enrollment; The Anatomy of Reaction; Intervening With Problems; Limits of Self as Identity; Declaring New Possibilities; Bringing Closure to the Past; Inventing the Future from the Future; Making, Managing and Meeting Commitments; Keeping Vision Alive; and Principles of Integrity
- Methods include such specific tools and practices as: techniques for listening more effectively to others and beyond one's internal dialogue; templates for establishing commitments through clear and effective requests, promises and offers; processes to identify and acknowledge one's biases and prejudices; templates for offering constructive feedback as well as acknowledgement and appreciation; written assignments to speculate about, expand on and debate new principles

JMW's Learning Approach

Our programs incorporate a unique mix of informational, operational and transformational learning.

Informational (Traditional Classroom)	Operational (Experiential)	Transformational (Mindset Changing)
Knowing Transfer Replication	Doing Support (e.g. coaching) Practice	Being Questioning Insight

By addressing what's required for leaders to advance in all three areas, the impact extends beyond the benefits of traditional learning. Our approach incorporates sufficient time and attention to enable leaders to discover what they actually "do" as they practice the specific behaviors and actions which are designed to enhance their effectiveness.

Over the years, we have developed reliable methods for creating transformative learning. Our programs challenge successful and talented individuals to deeply question their own assumptions, habits and attitudes proves useful in building a new level of personal reflection, insight, and self-knowledge. The result is that participants experience a new freedom to "be" their authentic self, and a new sense of clarity, willingness to act differently and confidence from which to navigate as a leader.

In addition, unlike standard executive development approaches, we neither focus exclusively on expanding a leader's strengths nor eliminating their weaknesses. We have each individual see the limits of both their strengths and weaknesses for themselves. Moreover, through coaching and repetition, we encourage them to become adept at recognizing when preferred ways of operating and long-held beliefs can be an impediment to their impact as leaders. The awareness of such limits serves as a new baseline from which to invent expanded possibilities for themselves as leaders.



Client praise for JMW's leadership development

“JMW is like the finishing school of leadership. One that provides people with access to extraordinary leadership, which then gives the extraordinary financial and broader business results that I am looking for. JMW enabled us to get to a different type of business result and often it is beyond what was originally thought possible. That is results on the financial statements, it is results for my people and their potential, and it is all the other balanced scorecard elements of our performance.” **Mike Bennetts, CEO, Z Energy**

“JMW's unique combination of developing leadership while focusing on specific results is complementary and supportive in having a company achieve a new level of performance. As a result of their work, I have observed an unmistakable change in how people view their roles and who they need to be to fulfill in the company's future. Having JMW on board provides an incredible tool for any leader trying to transform their company from where it is to where they want to be.” **Norman Chambers, President & COO, NCI Building Systems**

“I have been convinced of JMW's ability to deliver extraordinary value by creating an executive mindset, way of being and relationship to performance breakthrough that I have not experienced in any other education program.”

“Commitment to deliver performance beyond what's expected—orders of magnitude greater than the cost of the program—are made and in most cases delivered. This is demonstrable value for money. In my own case, I believe that more than a billion dollars of additional value was created in my organization that probably would not have been achieved if I had not been educated via the JMW program.”

“This was by far the most beneficial and insightful training class I've ever been to. The things I learned about myself have and will continue to grow me as a leader.”

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