



DYNAMIC GROWTH ACADEMY

Unlocking possibilities through a
new understanding of leadership



An 18-month supported leadership journey to build lasting skills

The transition from being a great individual contributor to being a leader is one of the most significant and challenging career phases. Go beyond learning the skills and tools of effective leaders; focus on the key character shifts required for real change and growth.

The Dynamic Growth Academy is a customized program for new or soon-to-be partners to build leadership confidence, presence and impact. This program will support your transition to leadership by:

- Assessing your current leadership effectiveness
- Encouraging a shift from self-reliance to team-reliance
- Developing your coaching skills to build up your team

This 18-month program provides participants with the support and time required to build lasting leadership

habits. The powerful curriculum, in conjunction with regular coaching and mentorship, will strengthen your executive presence and will allow you to make an impact on future leaders by inspiring others.

Why sign up?

The Dynamic Growth Academy features:

- A 360° leadership assessment to gather feedback about your leadership style from above, across, and below you in your firm.
- Powerful curriculum and applied learning experiences.
- Continual personalized mentorship through one-on-one coaching sessions, peer group sessions and a mentor within your firm.

Time Commitment

- Three 1.5 day on-site training sessions
- One 2 day virtual training session
- Three 1-hour individual telephone coaching sessions
- Six peer group mentoring sessions
- Quarterly one-hour sessions with a mentor from your firm

DYNAMIC GROWTH ACADEMY SCHEDULE

Date	Session	Title	Detail	Outcomes
Nov 2021	1	<i>Leadership Presence</i>	<p>Session one will focus on how to build a reputation for high integrity leadership: balance, composure, and the ability to “walk your talk.”</p> <p>We'll explore three key practices that create the resilience required to thrive in the demanding world of a leader: mindfulness, energy management, and inquiry.</p>	<ul style="list-style-type: none"> • Identify their “growing edge” as a leader—the one change in them that will give them the most ROI. • Know their impact—gain an increased appreciation of their impact on others – their leadership “wake.” • Commit to select practices to strengthen their leadership confidence, presence and impact. • Begin the journey of strengthening their skills as a peer coach.
May/ June 2022	2	<i>Team Presence</i>	<p>In our second leadership session, we turn to one of the most powerful shifts we face as leaders—learning to shift from self-reliance to team reliance. It demands that we let go of the need for control and pick up a passion for developing others. This shift from “doing to delegating” is what gives us, in turn, the time and energy to advance to our next level—taking up our game as business developers and trusted advisors to our clients.</p>	<ul style="list-style-type: none"> • Advance the shift from self-reliance to team-reliance. • Learn to give others more control so they thrive. • Help others take personal ownership of their role. • Step up as a coach and mentor to engage the firm's talent. • Have the critical and hard to have conversations.
Nov 2022	3	<i>Building Trusted Relationships</i>	<p>In this session we explore the power of relationships – why connections are so critical to both our professional success and satisfaction. We'll look at practices to expand our trustworthiness – transparency, consistency, vulnerability, empathy.</p> <p>And explore ways that we can increase our collaboration with our peers, enrich our network out in the market, and develop consultative and advisory relationships with our clients.</p>	<ul style="list-style-type: none"> • Target practices that expand and enrich their network. • Have authentic two-way conversations that build trust. • Strengthen collaboration within the firm across lines of business, service lines, locations, etc. • Increase skill in perspective-taking and mutual learning. • Learn to “stay in the tension” required for effective conflict resolution
May/ June 2023	4	<i>Delivering Results that Matter</i>	<p>In this session we ask participants to look at their reputation for delivering results– and then explore the character work required to build a reputation for goals met, profits made, mission accomplished. We'll explore the integration of discipline and creativity - the spark and the grease - of innovation and high performance. We'll introduce participants to practices to shift from the urgent to the important—a crucial leadership mindset shift required for extraordinary productivity. We'll also challenge them to increase openness to the type of experimentation and risk that fosters innovation and a truly customized experience for their clients.</p>	<ul style="list-style-type: none"> • Pick up practical tools to take their time management from an operational to a strategic level. • Create healthy productivity habits. • Increase capacity to focus. • Cultivate patience—the master key to discipline. • Shift from problems to possibilities – from a focus on prevention to promotion. • Target specific opportunities that will take them outside their comfort zone.



The Dynamic Growth Academy is recommended for US and Canadian members as it requires in-person elements. Potential attendees from other regions should contact us through events@moore-na.com before applying. This program is intended for new or soon-to-be partners. This 18-month journey begins with a 360° leadership assessment to understand the impact of your leadership style in the real world, and features continued coaching and support through regular mentorship sessions.

CONTACT US

For more information on the Moore Dynamic Growth Academy, contact us: events@moore-na.com

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