

## **ERM™ Workshops Available From Strategic Momentum**

### **I. How to Get Started with ERM**

#### **How ERM Can Dramatically Improve Employee Performance**

Leaders will learn how ERM creates an action-focused, commitment-based culture throughout the organization by building relationship and trust that translates into:

- Accelerated value creation and higher productivity
- Reduction of fear and waste, the major inhibitors to innovation and creativity
- Handling conflict resolution in a manner that builds teamwork and commitment
- People willing to step up and commit to creating the Breakthroughs necessary to produce sustainable Breakaway Innovation
- Employee retention

#### **ERM 101: The Six Step ERM Process**

Leaders will learn the underlying principles of ERM and how ERM, as a strategic initiative, can be implemented through a Six Step Process. Participants will understand the importance of each step and how each step has to be executed to produce a successful implementation of an ERM program.

#### **How ERM Helps Ignite Employees to Create and Manage Breakthroughs**

Leaders will learn what it takes to create breakthroughs (extraordinary and unprecedented results) within the organization through our ERM Program. The Participants will learn how to create a breakthrough by making a commitment to a result they do not know how to achieve. This causes the first breakdown that creates a “gap” between their commitment and their current situation. Participants will see how this “energetic gap” pulls the best creativity and innovation from the team to close the gap with new, previously unthought-of approaches. Participants will see that in order to create this energy, the commitment is made first, causing the breakdown and then planning starts from the commitment back.

## II. Vision Through ERM

### Creating a Vision to Accelerate Growth

This workshop will help Leaders appreciate the role of a building a strong ERM vision to ensure that the company can grow. This workshop will cover the following elements:

- The Importance of a well-articulated vision and seeing how being pulled by their vision is better than being pushed by their pain.
- Learn key distinctions underpinning a well-articulated vision:
  - Purpose of the company
  - Core Values
  - Mission
  - Vivid Image
- Learn how to enroll the team in your vision

## III. Increasing Performance Utilizing ERM

### The ERM Effect: The Foundation for Success

ERM is a strategic initiative aimed at protecting, nurturing and increasing the asset value of the employee base. While corporate strategies focus on markets and technology, the ERM strategy focuses on building, nurturing, developing and retaining the human resources necessary to execute the corporate strategy. ERM focuses on the talent market and given the “War for Talent” the ERM Effect represents a winning strategy. Strategically, ERM is getting more than your fair share of the market. In this session, we will review how ERM can be applied strategically to align the market environment and the requisite talent with the corporate strategy.

- Understand your environment
- Defining your market
- Understand the concerns of your market
- Creating market pull rather than always pushing
- Making a offer they can't refuse without breaking the bank

### Accelerate Building the Infrastructure to Support Growth

You have developed your strategy, created your objectives and measurable initiatives and enrolled your team. Learn how ERM helps build a committed team to design and execute the high value processes that will allow the company to grow and improve profitability?

- Define the process areas for main, support and management processes
- Identify the “AS IS” process map and identify the disconnects
- Create the “SHOULD” process map and its intended results
- Identify the metrics, roles and accountabilities
- Implement through enrollment of those who interact with the process

## **IV. Leadership and High Performance Teams Built on ERM**

### **Building High-Performance Teams**

High-performance teams rarely occur naturally. They must be created and managed. Real success in any rapidly changing business environment requires learning how to create and lead more effective teams. Leaders will learn how they can use the battle-hardened methods, contained within the ERM Process, to consciously and systemically build teamwork within their team, which will support accelerated business growth independent of market and competitive circumstances.

- Vision/Alignment/Commitment
- Powerful action
- Trust building
- Relationship/responsibility
- Commitment based teamwork
- Powerful project review meetings
- Manage breakdowns
- The possibility of breakthroughs

### **Building a Winning Culture and a Common Business Language**

The culture of your company defines its relationship with its employees, partners and customers. Having an effective culture that supports your corporate goals is crucial to any business. This workshop will show you how to build a winning culture and the supporting language.

- Learn how conversational dynamics impact value acceleration
- Learn how to move from inauthentic conversation producing interpersonal mush and dysfunctionality, to authentic conversations producing interpersonal clarity and a high performance

### **Leadership for successful organizations**

Success at the company starts at the top. Learn how ERM can ensure that you have the right leadership for your company. In this workshop, we will walk through the most important leadership traits and discuss the various styles of successful leaders. The success of your business hinges on the quality of your executive team. Often, even if you have hired the right people they need additional training to reach new performance levels. This workshop will explore how you can develop and hire top organizational talent.

- What is leadership
- What are the critical skills of leadership
- How do you develop these skills