

# NAVIGATING HYPERGROWTH: LEADERSHIP SERVICES FOR FOUNDERS AND TEAMS



BUILT FOR ENTREPRENEURS



WE BELIEVE  
**LEADERSHIP** IS A  
NOBLE ENDEAVOR.  
DONE WELL, IT IS  
A FORCE FOR GOOD  
IN THE WORLD.



## WE EXIST TO UNLOCK THE POTENTIAL IN ALL LEADERS.

We are a firm of behavioral scientists and practitioners who have dedicated our careers to helping executives, teams and boards master the art of leadership. We work with a range of clients from next generation leaders and founders to CEOs and boards of Fortune 500 companies.

We deliver impact that our clients value by:

- ▶ Leveraging our deep knowledge of human behavior and team dynamics
- ▶ Bringing an informed understanding of the leadership capabilities required to build a successful company and lead at scale
- ▶ Engaging our clients with conviction and courage
- ▶ Adhering to the belief that we are successful when our clients are successful
- ▶ Upholding the highest professional standards





## Founder's Journey<sup>®</sup> CEO Coaching

### Six month engagement includes:

- ▶ Seven Navigation Challenges self-audit
- ▶ 360 feedback interviews with key stakeholders
- ▶ Comprehensive leadership development report
- ▶ Sprint based coaching that yields a blend of new skills and increased insight
- ▶ Assessment of progress to determine next steps

## Executive Team Member Coaching

### Six-month engagement includes:

- ▶ 360 feedback interviews with key stakeholders
- ▶ Comprehensive leadership development report
- ▶ Sprint based coaching that yields a blend of new skills and increased insight
- ▶ Assessment of progress to determine next steps

## Building Scalable Teams

### Creation of team learning agenda with multiple facilitated offsites

- ▶ Comprehensive data gathering process to establish baseline snapshot of executive team's strengths and gaps
- ▶ Design of offsite program to achieve desired learning and performance outcomes
- ▶ Facilitation of multiple full- or half-day offsites over 6-12 months
- ▶ Ongoing advisory support for CEO and head of people and pulse checks for team members to promote sustainable change between offsites

## Manager Training and Development

### Tailored in-person and/or virtual training designed to:

- ▶ Support the successful transition from individual contributor to people manager
- ▶ Build self-awareness and cultivate the growth mindset and skills required to lead high-performing teams
- ▶ Promote shared organizational values and norms and foster greater connectivity

# HYPERGROWTH SERVICES



# FOUNDER'S JOURNEY® COACHING FOR CEOS

Founder's Journey sprint coaching helps CEOs hone their self-awareness and master the skills and capabilities required to lead at scale. When done in advance of or in parallel with team development, it can have a powerful amplifying effect on the executive team's evolution and cohesion.



## THE SEVEN NAVIGATION CHALLENGES

Common scaling imperatives we'll help you navigate

### CONTINUOUS SELF EVOLUTION

Grow yourself to grow your company. Manage your super strengths as well as blind spots and capability gaps.

### BUILDING SCALABLE TEAMS

Hire the right people, set expectations and manage team dynamics to cultivate individual and team success.

### MANAGE KEY STAKEHOLDERS

Establish strong partnerships with prospective investors, board members, and strategic partners.

### STRATEGIC VISION

Transform your vision into action. Clearly communicate priorities to inspire, align and focus the company.

### OBSESSIVE PRODUCT AND CUSTOMER FOCUS

Build value by maintaining laser focus on product, customers and markets. Ensure a mindset of continuous improvement.

### COMPANY RIGOR

Instill operational rigor to accelerate growth and mitigate execution risk. Build efficiency without sacrificing agility.

### PEOPLE AND CULTURE AS ADVANTAGE

Hire the right people, set expectations and manage team dynamics to cultivate individual and team success.

1

#### MEASURE IT

Gather data from The Seven Navigation Challenges self audit and 360 interviews

2

#### MAP IT

Define development objectives

3

#### SPRINT IT

Learn, practice, and refine

4

#### SCALE IT

Implement and share



# LEADERSHIP COACHING FOR EXECUTIVE TEAM MEMBERS

Our proven approach gives executives the insights, tools and support they need to succeed as enterprise leaders and high-performing team members

Define  
success in  
your role

Gain awareness  
of key strengths  
and dvlp areas

Support your  
ability to work  
more effectively  
with peers

Strengthen  
your impact  
by building  
new skills  
and insights

Scale your  
leadership as  
the company  
scales

1

## MEASURE IT

Gather data from  
360 interviews

2

## MAP IT

Define development  
objectives

3

## SPRINT IT

Learn, practice, and refine

4

## SCALE IT

Implement and share



# BUILDING

# SCALABLE TEAMS



## WHAT SCALED TEAMS GET RIGHT

### WHAT [GOALS]

- ▶ Strategic priorities
- ▶ Goal alignment
- ▶ Roles and responsibilities

### WHY [PURPOSE]

- ▶ Shared purpose
- ▶ Mission and vision
- ▶ Values and culture
- ▶ Stakeholder impact



### HOW [PROCESSES]

- ▶ Decision-making rights and accountability
- ▶ Meeting agendas and cadence
- ▶ Feedback and difficult conversations
- ▶ Behavioral norms

### WHO [DYNAMICS]

- ▶ Trust and open communication
- ▶ Understanding of personality styles and preferences
- ▶ Psychological safety/diversity, inclusion & belonging



# GEOGRAPHIC PRESENCE

RHR has offices and affiliates in the United States, Canada, the United Kingdom, Europe (Austria, Belgium, Brazil, France, Germany, Italy, Switzerland), South America, Asia, and the Middle East. Our international strategy is built around having a number of regional hubs and working with partners and associates across the globe. This ensures consistency and quality across geographies. We partner with outstanding partners and associates across the globe to augment our global reach and local knowledge.

RHR HUBS	PARTNER FIRMS
<ul style="list-style-type: none"><li>▶ Eastern U.S.</li><li>▶ Central U.S.</li><li>▶ Western U.S.</li><li>▶ Toronto</li><li>▶ London</li></ul>	<ul style="list-style-type: none"><li>▶ Mobley Group Pacific (joint venture)—Asia</li><li>▶ MetaBeratung—Europe</li><li>▶ Decathlon—Italy</li><li>▶ Three Associates—Central and South America</li></ul>





# REPRESENTATIVE CLIENTS



Our clients include large global multinationals, PE and VC firms and early stage to hypergrowth companies such as:

Nav

ancestry

MUX

Levi's

Peet's  
COFFEE

DigitalOcean

Allergan

Mondelēz  
International

airbnb

Goldman  
Sachs

okta

fastly



A person wearing a blue shirt, dark shorts, and a backpack is standing on a sand dune. A trail of footprints leads from the foreground towards the person. The background shows more sand dunes under a clear blue sky.

**WE SHAPE LEADERS;  
LEADERS SHAPE THE WORLD.**

