

Fountainhead

About Us

Fountainhead has worked in the field of management education since 1985. We integrate proven leadership tools into performance management processes to assist organizations in leveraging the expertise of their workforce.

Our designs are based on recognized concepts within the field of management and leadership development.

The learning climate we establish offers participants the opportunity to learn from one another, integrate their organization's business objectives into their learning, and develop application plans that make a difference.

We present leadership as a teachable skill. Demystified. Our approach provides straightforward solutions for closing performance and alignment *gaps* within organizations.

We use common-sense solutions to achieve measurable results.

The outcomes achieved when working with Fountainhead are leaders who understand how to turn leadership intention into a business strategy.

Fountainhead Resources Ltd.

www.footprint.org

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Our Key Deliverables

The Fundamentals® — for individuals who have made their first *turn* in the leadership pipeline from an independent contributor into a management role and want to understand how to leverage the expertise within their team.

Transitional Leadership® — an intensive two-day workshop incorporating the practice of leadership style and visionary leadership to manage, lead, and interact in a manner that is aligned with their organization's culture, values, and strategic direction.

Footprint® — an upward feedback instrument to strengthen the working relationship between managers and their direct reports. Incorporating a Self-assessment with up to ten Observer-questionnaires, Footprint provides tactical feedback for avoiding trial-and-error approaches when leading others. It offers clear insights into the kind of support others need to best perform in their roles.

Manager-of-Managers workshop that centers on the importance of stewardship, developing leadership talent, articulating a *teachable point-of-view*, and communicating the connection between business focus and values. This workshop is targeted to those responsible for choosing their organization's future leaders.

Team Decision Making utilizes consensus-reaching tools and conflict management processes to strengthen group dynamics and decision-making within a team.

Footprint Online — an eLearning experience combining the power of personal feedback with access to proven leadership practices. Six learning modules on leadership, two workbooks, a Footprint report, and one-hour of personal coaching are included.

Twelve O'clock High, Case Study offers a 'real life' setting for analyzing leadership behaviors and tactics. The dynamics within this case highlight analyzing group performance, identifying leadership style and personality types, and implementing organizational change strategies.

Our materials are thoroughly researched and copyrighted to ensure reliability and legitimacy to our clients. Each has the option of leader-training certification.

Our learning objectives are supported by assessment and reinforcement components to enable individuals and organizations to calculate Levels I through III measurement returns on their training investment.

Reinforcement

Several design choices provide reinforcement and maximization of your learning investment.

For the target audience

- Learning contracts
- Footprint® instrument
- Bothfeet® instrument contrasts current feedback to previous Footprint results providing new benchmarking data and Level III assessment
- One-on-one coaching

For those reporting to the target group

Activity sessions that integrate into the application plans developed by their managers. To reinforce a common language and approach for managing results and leading people.

For the organization

Footprint and Bothfeet create organizational benchmarks that provide a macro measurement on the effectiveness of participants' leadership skills over a twelve to fifteen month period.

Fountainhead pays respect to the adult learner. We incorporate personal feedback, group discussion, case studies, simulators, and opportunities to develop relevant, measurable application plans.