



## Leadership Academies

Leadership Academies are comprehensive and customized multi-day programs for up to 20-participant cohort groups at the same organization to get your new managers up to speed and down to business - in person, at the same time, and fast.

### Because:

- ✓ Forty percent of newly appointed managers fail within their first 18 months on the job.
- ✓ Failed managers leave a costly legacy of low productivity, poor morale and high turnover, and just replacing them costs about 150 percent of their salaries.
- ✓ Poorly trained new managers drain the time and energy of their superiors and cause more people problems than they solve.

### You Need a *Leadership Academy* When:

- ✓ Your bench strength of ready leaders is dangerously thin after years of cost cutting, downsizing and “lean and mean” staffing levels.
- ✓ Your organization is growing and your “Boomers” are retiring so fast that you have to bring up a new crop of supervisors in a hurry.
- ✓ Your current supervisors have old-school management styles but are leading the newest generations of workers and volunteers that demand more and different skills.



Tom Davidson works with natural resource executives and others who want to accelerate their leaders, get their teams on track, and get new results from their leadership pipeline.



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“Tom connects with people, is a great listener and is someone who will be there for you long after the training is complete.”

— Michael Goergen,  
Vice President,  
U.S. Endowment for Forestry and  
Communities

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**804-339-4653**

[www.LeadershipNature.com](http://www.LeadershipNature.com)

## You Get

- ✓ A thorough on-site needs assessment to understand your precise leadership development requirements.
- ✓ A customized leadership academy design based on your objectives and logistics and our components and experience.
- ✓ Design and delivery by a deeply experienced trainer, leader and coach with field experience in forestry, natural resources, manufacturing, human resources and organization development.
- ✓ A highly interactive learning experience with real-life examples from the field, in-class practice, peer feedback, and individual action plans at the end of each phase.
- ✓ Pre-work, knowledge tests, and follow up to help ensure the transfer of training back to the job.
- ✓ Participant workbooks for use during the class and for future reference.

## So That

- ✓ You can focus on bigger strategic challenges knowing that your leadership pipeline is finally full.
- ✓ You can backfill your leadership gaps faster and better as you expand your operations or lose experienced leaders to retirement.
- ✓ Your developing leaders will make fewer mistakes and learn faster from the ones they will inevitably make.
- ✓ Your supervisors will be able to solve problems on their own rather than depending so heavily on their managers for day-to-day mentoring.
- ✓ Your leaders will have a consistent and up-to-date range of skills to meet the needs of the youngest generations populating today's workforce.



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**“The feedback we received from employees was overwhelmingly positive. We wholeheartedly endorse Tom’s work and recommend his leadership training, especially in the natural resources field.”**

**— Jack Bricker  
Virginia State Conservationist,  
NRCS**

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