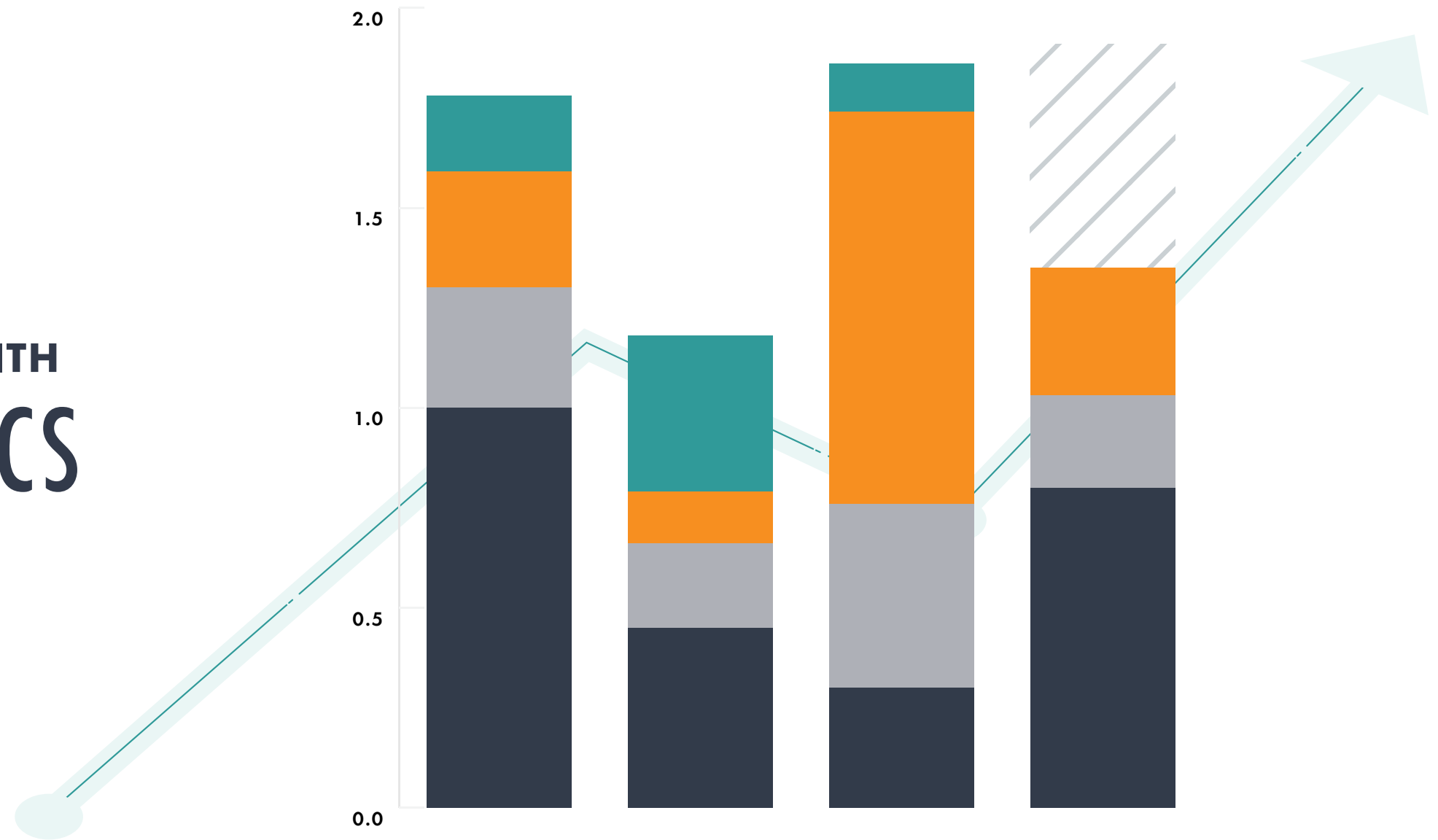



DEVELOPING WHOLE LEADERS WITH
BUSINESS DYNAMICS



EBOOK



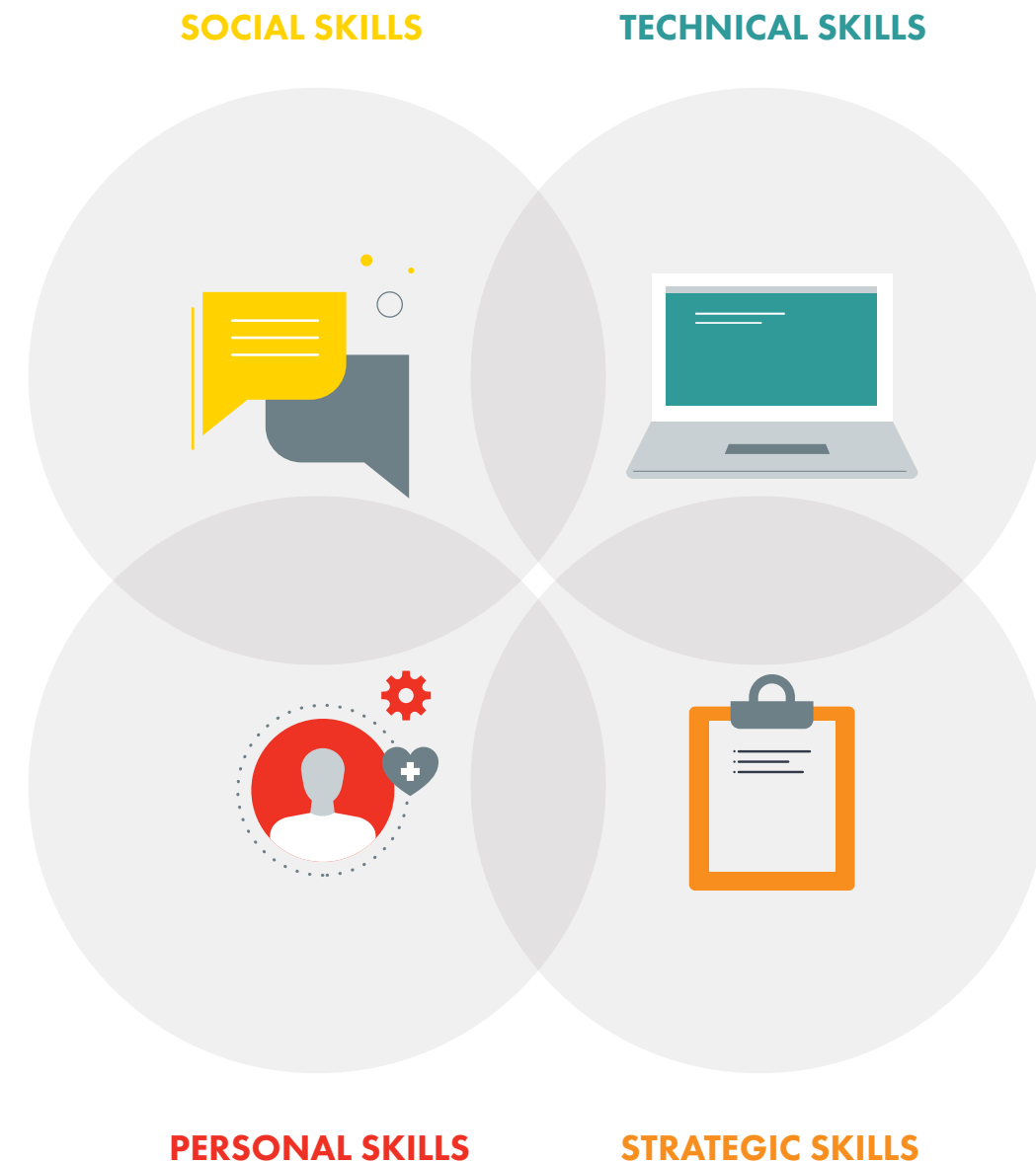
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WHOLE LEADERS AND BUSINESS DYNAMICS

We've all experienced one-sided leadership. Perhaps you recall a manager as a brilliant technical operator who lacked the skills to connect and inspire. Maybe you appreciated a director's empathy, but wished it was paired with a more strategic mindset.

You may intuitively know that the most effective leaders are **Whole Leaders**. They are masters of both business and human competencies, and leverage their skills and personal qualities fluently to elevate the performance of their teams, their organizations, and themselves.



You may not know that the qualities of a Whole Leader can be cultivated with Leadership Development that looks through two lenses: **Human Dynamics** and **Business Dynamics**. While these domains interact and overlap when tackling complex problems in the real world, they are each associated with a unique collection of skills and capacities.

Human Dynamics includes social skills (interpersonal competencies that help us work and communicate with others) and personal skills (self-regulatory behaviors that help us manage our internal state.)

**NOW LET'S TURN OUR ATTENTION TO BUSINESS DYNAMICS:
WHAT IT MEANS, WHY IT MATTERS, AND THE BENEFITS YOUR
BUSINESS AND PEOPLE CAN EXPECT FROM DEVELOPING
BUSINESS DYNAMICS SKILLS.**



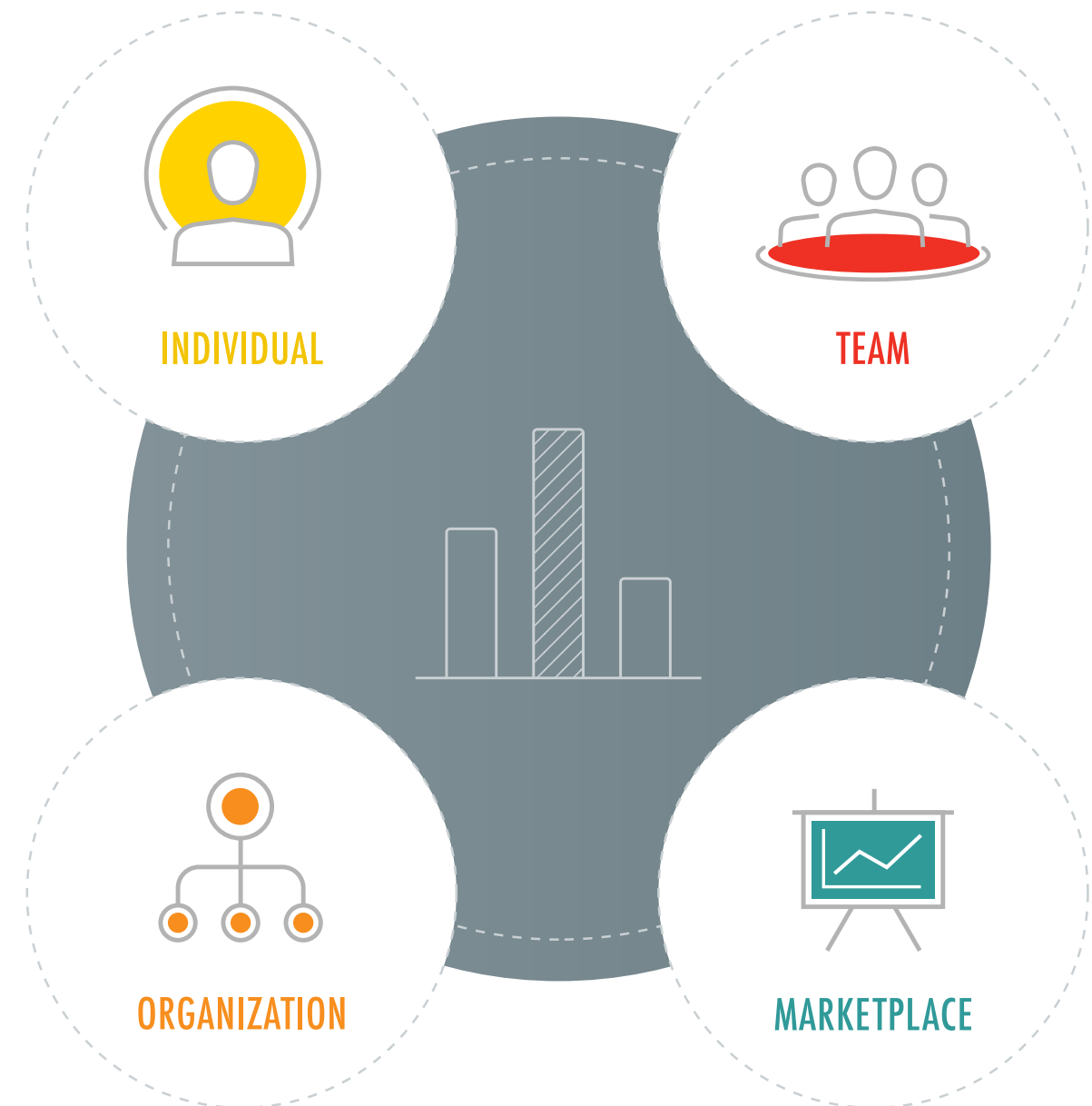
WHAT IS BUSINESS DYNAMICS?

Business Dynamics describes the interplay between four dimensions: the individual, the team, the organization, and the marketplace. How we manage ourselves across these areas has a lot to do with our ability to lead.

Business Dynamics capacities allow us to make effective decisions and generate positive outcomes in daily workflow, organizational strategy, and industry influence. This encompasses our technical and strategic skills.

Technical skills, often called “hard” skills, are the practical tools needed to perform a specific task or trade. These foundational competencies are complemented by strategic skills – the ability to combine tactics, systems, data and resources to achieve a vision.

LET'S LOOK CLOSER AT THE FOUR DIMENSIONS OF BUSINESS DYNAMICS.

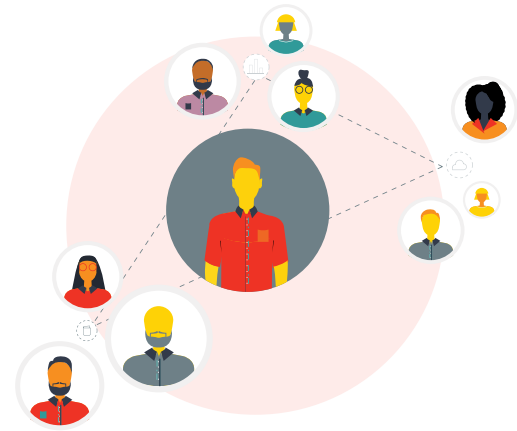


THE FOUR DIMENSIONS OF BUSINESS DYNAMICS



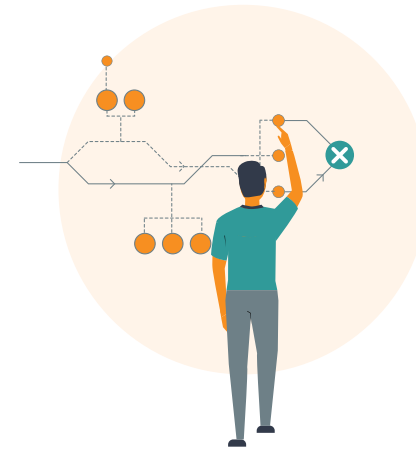
INDIVIDUAL

To be effective, leaders must develop a foundational understanding of their role, organization, and industry. From how leaders think to how they execute tasks, individual efficacy is where leadership starts.



TEAM

Aligning strategy, operations, and resources across teams or units is critical for businesses to thrive. To achieve this, leaders must become adept at prioritization, planning, and team building.



ORGANIZATION

Leaders must understand their organization as a complex system – identifying patterns, diagnosing problems, and developing solutions that position the business for success.



MARKETPLACE

The ability to understand and influence the market is a cornerstone of effective leadership. This includes analyzing and responding to data, while innovating toward market leadership.

Imagine how your leadership quality might improve by making strides in just one of these dimensions!
Let's explore this further by looking at the benefits of mastering Business Dynamics.



BENEFITS OF DEVELOPING BUSINESS DYNAMICS

When Business Dynamics remain underdeveloped in an organization, we can all spot the symptoms. From strategy meetings that never seem to reach clarity or consensus, to disappointing profit statements and stagnant innovation, the costs can be substantial.

On the other hand, when businesses invest in developing Business Dynamics, outcomes improve for leaders and the business as a whole.

LEADER BENEFITS

- Better strategic and systems thinking
- Effective use of data in decision-making
- Appropriate balance of short- and long-term goals
- Improved prioritization and strategic effectiveness

BUSINESS BENEFITS

- Enhanced cross-functional collaboration
- Greater alignment of decisions with strategy
- Improved risk management
- Increased likelihood of exceeding revenue targets
- Heightened innovation



Tackling complex problems with the optimal mix of Business Dynamics skills is no small task, but the rewards are worth the work. A Leadership Development program that targets and enhances Business Dynamics competencies can help your business achieve the outcomes you see here.



PROGRAMS FOR BUSINESS DYNAMICS

Business Dynamics can make or break the long-term success of your business. With targeted leadership development training, your leaders can increase their individual, team, organization, and marketplace proficiency. The Regis Company offers uniquely-packaged, blended learning frameworks specifically designed to improve Business Dynamics capacities.

Focusing on the individual first, learners at every level, across organizations of all sizes become effective, well-rounded leaders – and people. The Business Dynamics Program combines a scalable, technology-enabled simulation with facilitated out-of-sim experiences, optimizing participant learning in a multidimensional context.

SAMPLE ACTIVITIES:

MARKET AND COMPETITOR ANALYSIS

PRICING STRATEGY WORKSHOPPING

PRODUCT PRIORITIES DEVELOPMENT

BUDGETING ACROSS FUNCTIONS

LONG TERM CAPITAL INVESTMENT

RELATIONAL IMPACT VISUALIZATIONS

CROSS-FUNCTIONAL TEAM BUILDING

**ALIGNMENT OF TEAM PRIORITIES TO
BUSINESS STRATEGIES**

Above all, leadership is about relationships, and learning how to lead should be too. The Regis Company partners closely with clients to understand their needs and grow their people—and the bottom line. Get in touch to learn how you can level up your leadership with The Regis Company.

SCHEDULE A MEETING

ABOUT THE REGIS COMPANY

The Regis Company is the industry leader in creating personalized leadership development solutions across the world's most progressive organizations. Our targeted design methodology results in impactful and transformative learning experiences that enhance critical thinking skills, improve decision making, and build leadership capabilities for leaders at all levels. No matter where they are in their development journey, our award-winning solutions enable organizations to transform their leaders, drive change, and achieve business results. With extensive experience in more than 25 unique industries, The Regis Company has created and implemented hundreds of leading-edge programs across the globe. To learn more, visit www.regiscompany.com.

