[GAME CHANGING]
LEADERSHIP FOR WORLD-CLASS RESULTS

JOHN MATTONE

The World's Leading [Game-Changing] Leadership, Talent & Culture Authority
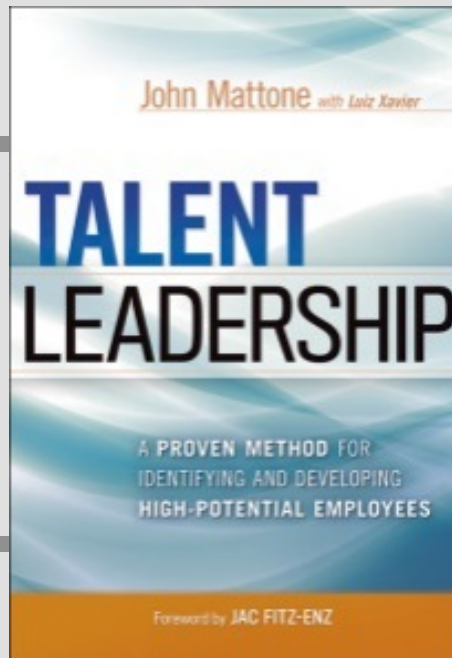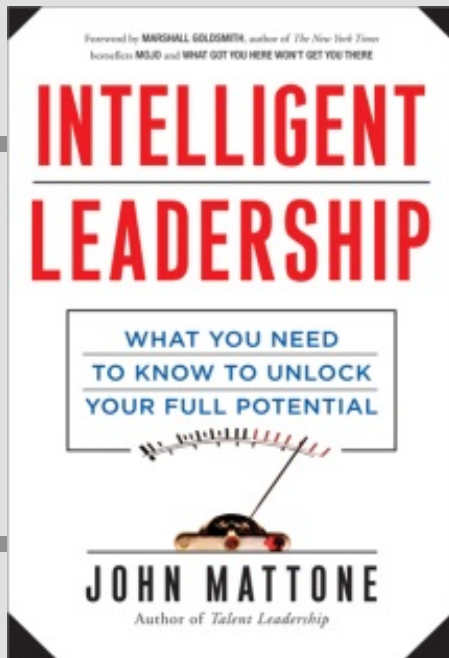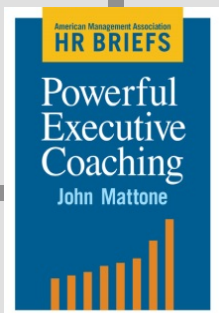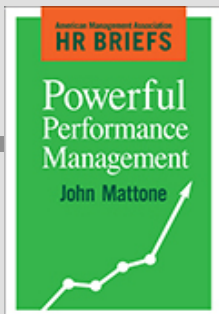

American Management Association HR BRIEFS
Powerful Performance Management
John Mattone

American Management Association HR BRIEFS
Powerful Executive Coaching
John Mattone

Foreword by MARSHALL GOLDSMITH, author of The New York Times bestsellers MOJO and WHAT GOT YOU HERE WON'T GET YOU THERE
INTELLIGENT LEADERSHIP
WHAT YOU NEED TO KNOW TO UNLOCK YOUR FULL POTENTIAL
JOHN MATTONE
Author of *Talent Leadership*

John Mattone with Luiz Xavier
TALENT LEADERSHIP
A PROVEN METHOD FOR IDENTIFYING AND DEVELOPING HIGH-POTENTIAL EMPLOYEES
Foreword by JAC FITZ-ENZ

SUCCESS YOURSELF
Using the Enneagram to Unleash Your Personal & Business Potential
JOHN MATTONE & RICHARD ANDERSEN

American Management Association HR BRIEFS
Powerful Succession Planning
John Mattone

"John Mattone taps into his years of experience to help leaders become the best leaders they can be."
Marshall Goldsmith, author of 31 books including The New York Times bestsellers 'MOJO' and 'What Got You Here Won't Get You There'.

Best-Selling Author • CEO Advisor • International Keynote Speaker

Unlock Your Leadership Potential
Unleash a Winning Culture!
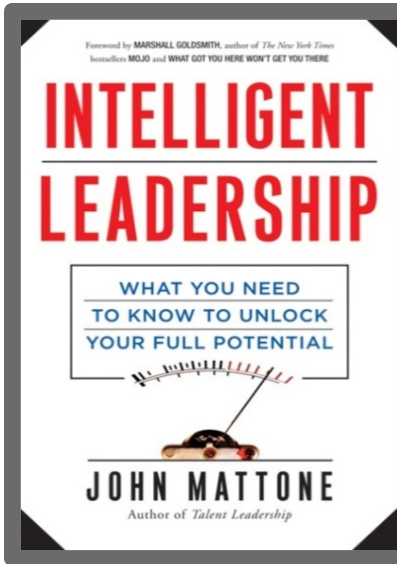
"Intelligent Leadership might just be the best leadership book of 2013. It's one of the deepest leadership and personal development books since Stephen Covey's *The 7 Habits of Highly Effective People*, and Tony Robbins' *Unlimited Power.* It's that good. *--J.D. Meier*

An Inc. Magazine/800 CEO READ and AMAZON *Best Seller*

This powerful program is based on John's Mattone's new CEO Read/Inc. Magazine best-seller, Intelligent Leadership (March, 2013). John Mattone will teach you the principles that make him the man current and future Fortune 500 leaders turn to for game-changing insights on how to overcome their self-imposed limiting thoughts and habits. He reveals his key insights for unlocking and unleashing greatness in yourself and your teams so you can create a compelling, winning culture that drives breakthrough results

The ideal audience for this program are current successful leaders, high-potential leaders, and the vast number of Gen X and Y'ers who must strengthen themselves as leaders, regardless of their own aspirations to become a manager or not. Ultimately, this program is for organizations that want to create and sustain a powerful, compelling leadership culture that drives positive results.

John Mattone utilizes his proprietary "Leadership Maturity Model" as the foundation for teaching leaders and emerging leaders the predictive components that unlock and unleash their full potential. These components include: (1) the core of achieving emotional maturity--possessing a strong self-awareness, self-concept, values, and optimistic belief system; (2) positive thinking; (3) positive emotions that empower both the leader and others; and (4) possessing the skills to execute mature leadership behaviors and competencies that drive leadership success.

Available as a Keynote; Half-Day or One/Multi-Day Retreat

It's About Talent. It Will Always Be About Talent: Creating & Sustaining a Winning Talent Culture
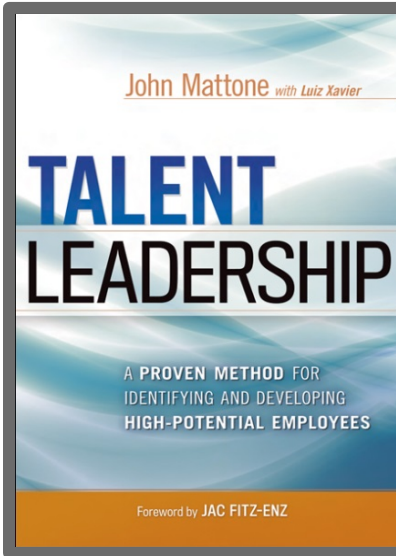
"Throughout his lively and eloquent narrative, Mattone makes skillful use of reader-friendly tools that help you identify and develop leaders and future leaders. No brief commentary such as mine possibly do full justice to the quality and value of the material in this volume".—*Hall of Fame Business Reviewer, Robert Morris*
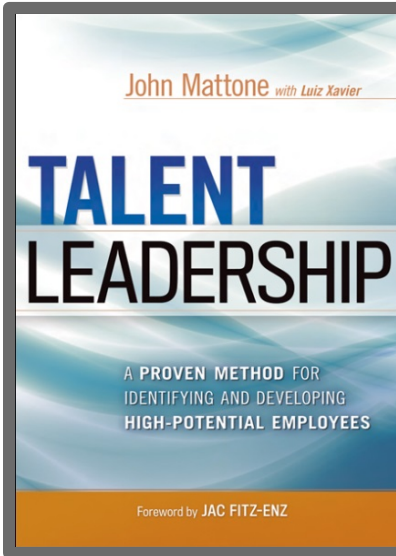
An Inc. Magazine/800 CEO READ and AMAZON *Best Seller*

From John Mattone

The research I do in the area of talent and leadership development is the foundation of my writing, speaking, executive coaching and consulting. My most recent global study was completed a year ago and was published by Pearson. I interviewed and surveyed over 150 CEO's and Heads of HR and Talent Management. I asked a lot of questions but the #1 issue cited by our respondents was their need to identify and develop future leaders. I have known this for years but of course it is always helpful to get corroborative evidence. If you are the CEO of a typical organization anywhere in the world—except India and a few South American and African countries—you actually are faced with two major issues: One, anywhere from 40-70% of your management team is expected to retire in the next five years; and second, when you look at your supply pool of available talent to take these critical roles, your Gen X population is in massive short supply and your Gen Y population is too young and not ready. In some respects it is a global demographic issue but, most importantly, my research clearly identified that the main issue is that most companies are not doing a good job looking deep into their organizations at younger individual contributors who possess the capability to become great leaders and future senior executives. There is massive leadership talent "hiding" in most organizations and these people need to be identified and developed.

This powerful program is based on John Mattone's new best-selling book, Talent Leadership. This program is for all leaders who want to create a winning talent culture as a foundation to driving superior operating results. Mattone's proprietary "Stealth Talent Cultural" Model provides the foundation for attendees to learn about the critical talent cultural elements that predict operating success. These elements include:

It's About Talent. It Will Always Be About Talent: Creating & Sustaining a Winning Talent Culture

"This is a must-read for every CEO, senior leader, and HR executive, if they want to drive breakthrough operating results."
—Dan Hoeyer, CEO, Business Educators, Inc.

An Inc. Magazine/800 CEO READ and AMAZON *Best Seller*

Continued......

- Isolating target leadership competencies aligned with strategy;
- Creating and implementing a robust "Talent Deployment" capability--sourcing, screening, selecting and promoting top talent;
- Creating and implementing a strong "Talent Diagnosis" capability--being diligent in measuring the competencies, skills and capabilities of your talent;
- Creating and implementing a compelling "Talent Development" capability--providing the tools, processes and resources that unleash the potential of your talent; and
- Creating and implementing a world-class "Talent Demarcation" capability--accurately separating the A players, the B players and C players.

Available as a Keynote; Half-Day; One/Two-Day Session

Identifying and Developing Leaders and Future Leaders....Cited by CEO's as the World's #1 Business Challenge—John Mattone

"There is more due diligence done by companies when operating decisions are made than when talent decisions are made, yet the most critical variable in driving breakthrough operating performance is talent—how it's deployed, measured, developed, and rewarded" - John Mattone

"John Mattone has developed a fool-proof method for identifying and developing leaders and prospective leaders" - Marshall Goldsmith, author of 31 books including The New York Times bestsellers MOJO and What Got You Here Won't Get You There.

Transforming Culture
The Road to Accelerating Reinvention & Renewal
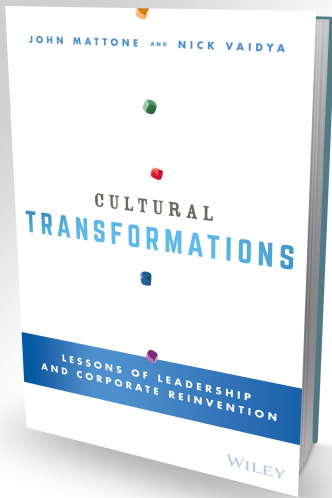
"In Cultural Transformations, John Mattone has brought leader development to a new level through his unique interviews with some of the world's top CEO's….John and his co-author, Nick Vaidya were able to get these powerful executives to open-up and talk about how their values, character, and beliefs have had a dramatic impact on the organizational cultures they have created…this book is a powerful learning vehicle and must read for leaders, future leaders and all organizations that must transform to survive" —Marshall Goldsmith

### Release Date January, 2016 by John Wiley & Sons

"As in medicine, in the world of transforming leaders, talent and organizational culture, the riveting reality is that prescription before diagnosis *is malpractice*"——John Mattone

In John's newest power-packed presentation he reveals the critical steps that must be planned-out and executed in order for any organization to create and sustain a renewed, winning culture that engages, inspires and unleashes talent in support of driving breakthrough results.

Culture is the foundation from which successful organizations are built---however, most struggle to create an environment in which employees can be fulfilled, effective in their work, and feel "unleashed". What exactly is it that makes some organizations achieve and sustain breakthrough success, while others struggle with cultural transformation...whether it involves crafting a new compelling vision and culture or merging cultures? Based on years of research and advising Fortune 1000 CEO's and senior leadership teams, John Mattone argues that the highest performing organizations both embrace and execute 6 critical steps to achieving positive transformation, but transforming culture always begins with a CEO who is both willing and able to "think big" and be bold while maintaining a heavy dose of "humility". In this dynamic presentation, John Mattone details the essence of what is meant by the "vulnerability decision" as well as the other critical steps that must be executed in order for your organization to effectively accelerate its' own reinvention.

Available as a Keynote

Success Mapping:
Creating Your Powerful, Compelling Future
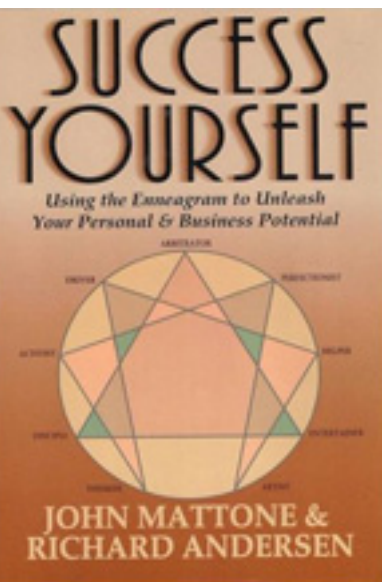
John Mattone is the man Fortune 500 companies turn to for game-changing insights on how to help their leaders and employees overcome their self-imposed limiting thoughts, beliefs and habits, and discover powerful and unique ways to unlock and unleash their potential. John Mattone helps people achieve an "inner-core" balance by strengthening their self-image, character and values, thinking patterns, beliefs, emotions, and actions, so they realize greater success…stronger relationships, stronger partnerships, new levels of achievement, and wellness.

This interactive program will prepare and cultivate your heart, mind and soul so you are poised to "touch" the hearts, minds and souls of those with whom you work and live. In the role of grandparent, parent, spouse, son or daughter, and as a working professional-regardless of title or occupation, there is truly no more a noble, worthy or rewarding life pursuit than discovering the keys to achieving a stronger "mental state" as a foundation to unlocking and unleashing your own massive potential, as well as the potential of those with whom you work and live. John Mattone will teach you that success is not tied to having abundance; his philosophy is that it is the "disciplined pursuit of less, in the end, will give you more".

Your Success Roadmap: How to Create Your Powerful, Compelling Future is a research and empirically-based program that uses my *Wheel of Professional Success™* and *Map of Maturity™* as the foundation for explaining the predictive relationships that exist between an individual's "inner-core" strength, "outer-core" competencies, achieving "mental balance", and how your heightened "brilliance" can drive a stronger, more vibrant and effective person. Beyond explanation, however, this program will challenge you to reflect on, connect with, and accept both the "gifts" and development opportunities you possess. From there, I will guide you in specific ways on how to strengthen your "inner-core" character, values, beliefs, thoughts and emotions as well as your "outer-core" competencies so you breakthrough your self-imposed limitations and can achieve all that you are capable of achieving as a person and professional, while maintaining "balance" and health.

Available as a Keynote; Half-Day or One-Day Session

Leadership & Talent Management Trends:
What's Now; What's Next?

This engaging and insightful program is based on **John Mattone's "Trends in Executive Development"** research published by Pearson, the world's leading education company. Professor Mattone's research is widely regarded as one of the most authoritative and respected global research studies in the field of leadership development. Mattone surveyed and interviewed over 100 global organizations to isolate the cutting edge executive development and talent management practices and processes they use to drive operating success.

In this dynamic presentation, Professor Mattone will:
- show you how leading edge companies develop their talent;
- show you how your organization's efforts compare to the "best of the best";
- discuss the critical competency gaps of the next generation of leaders;
- pinpoint the processes companies use to identify high-potential and emerging leaders;
- discuss the implications of the impending baby boomer exit;
- equip you with ideas and strategies for accurately identifying and developing your future leaders; and
- show you how to prepare your leaders and emerging leaders for the future

John Mattone's Twenty 2020 concept offers a powerful and compelling look at the future of talent management and executive development. The Twenty 2020 concept identifies the critical 20 leadership development and talent management practices that must be implemented and executed *immediately* by any organization to successfully mitigate their operating risk and ensure their survival and viability-through the year 2020 and beyond.

Available as a Keynote; Half-Day or One-Day Session

This engaging program is designed to enable attendees to understand and develop a succession management process that accurately identifies and develops leaders and future leaders, including:

- Building a Succession Management Value Proposition (SMVP)
- Benchmarking your organization's succession management program using Mattone's Succession Management Index (SMI)
- Applying state-of-the-art bench strength analyses
- Conducting formal succession reviews
- Planning and executing development activities
- Integrating succession programs with other HR programs
- Measuring the ROI of your organization's succession management program

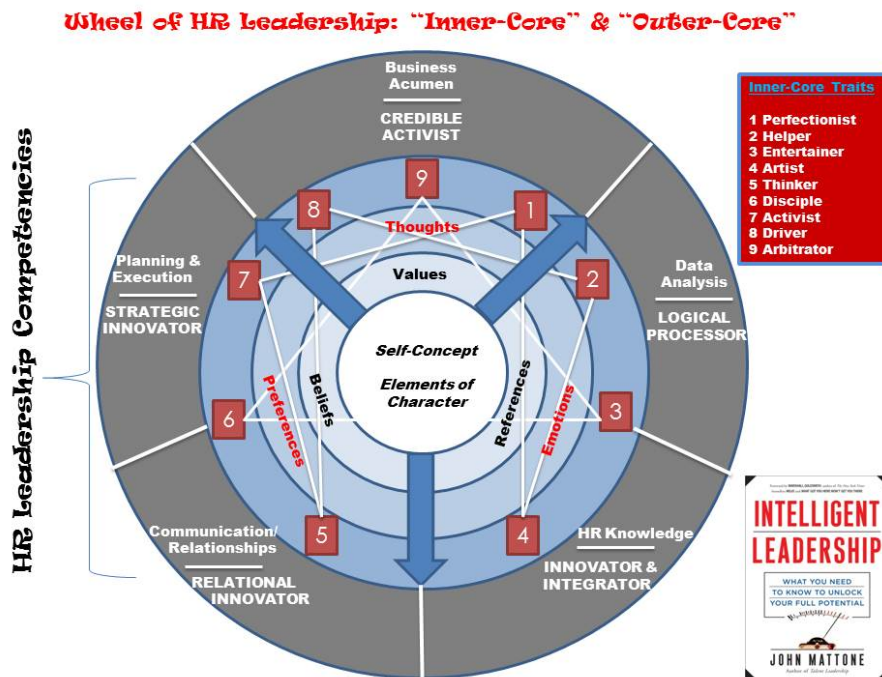*Available as a Keynote; Half-Day or One-Day Session*

johnmattone.com

World-Class HR Leadership: It's About Talent, Leadership & Being a Great HR Partner

Wheel of HR Leadership: "Inner-Core" & "Outer-Core"

The conversation about HR having a "seat at the table" is over. The door is wide open and the Human Resources function has its seat; increasingly one being populated by HR Business Partners that are aligned with business units rather than, or in addition to a centralized HR function.

But for many organizations that have filled these roles with HR generalists, long on skills in the HR function but short on experience in other areas of the business, these partnerships are proving frustrating for both sides. Now, more than ever, HR professionals need a whole new set of competencies, some related to talent and some related to business to deliver the results their organizations are looking for.

Available as a Keynote; Half-Day Session

johnmattone.com