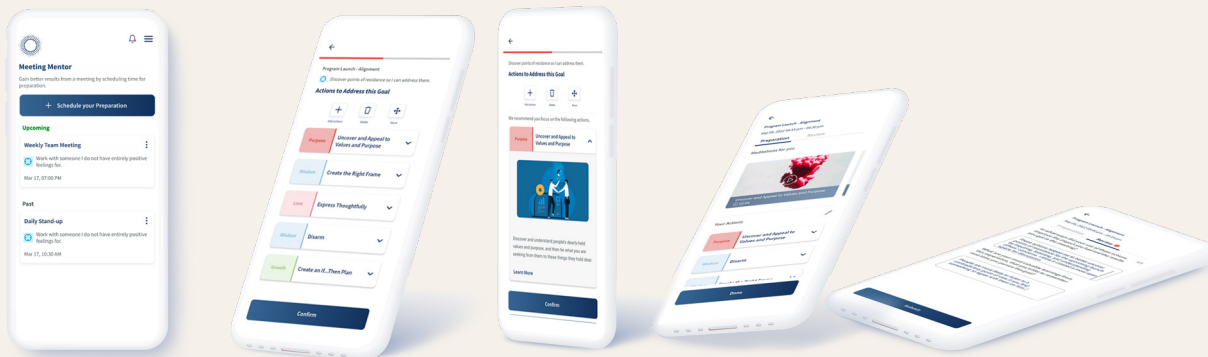


Accelerate Performance in the Flow of Work

Mentora LiFT is a performance acceleration tool that helps managers improve their leadership skills in real time so they can drive breakthrough results for themselves and their teams in the everyday flow of work.

Highly Rated by Managers in Major Organizations



LiFT has made me feel comfortable and prepared. It has opened me up to adapting and pivoting as needed.

SENIOR MANAGER, ERNST & YOUNG

LiFT is critical and practical. It allows me to reflect on my performance, identify areas for improvement, and develop strategies to address them in the future.

SENIOR VICE PRESIDENT, JEFFERIES



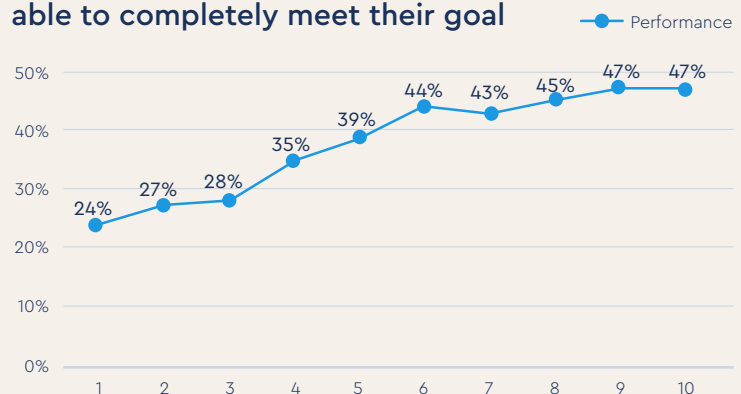
How do I...?

1. Inspire my group?
2. Build trust in an accelerated manner?
3. Gain buy-in from key stakeholders?
4. Give effective feedback?
5. Share a sensitive point of view without disrupting my relationships?
6. Build a high-performing team?

The ROI on LiFT

1. Help managers generate breakthrough results and exceptional performance. With LiFT:
 - Managers mostly or completely achieve their performance goals **80%** of the time.
 - Managers gain a **200%** LiFT in performance.
 - **100%** managers find LiFT very valuable to plan and prepare for a challenging situation.
 - Managers' performance rises steadily with repeated use of LiFT even as their goals keep changing.

% of times where managers are able to completely meet their goal



2. Track what goals managers in your organization are pursuing, the actions they are taking, and the level of success they are having.
3. Gain concrete insights on managers' skill gaps to better target investments in learning.

As time has passed and I've used LiFT for more meetings, I've found due to better preparation and planning, I'm able to more quickly identify when I should use a specific action. Repetition and continued practice have been key to achieving success in my meetings.

**MARKETING STRATEGY LEAD,
ACCENTURE**



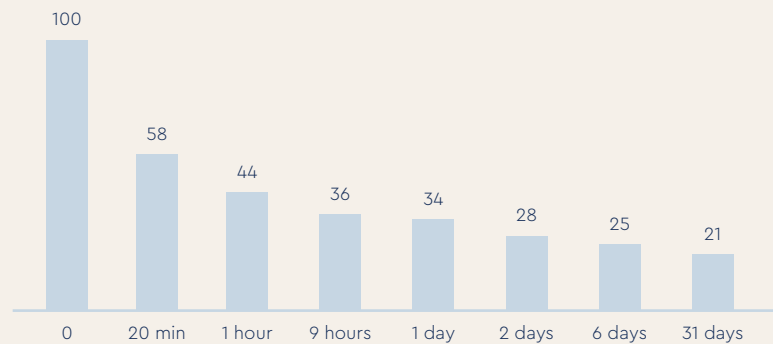
Why It Works

The Challenge with Traditional Leadership Training

Despite the staggering **\$3.5 billion** spent each year on leadership training, developing new leadership skills is a hard undertaking with limited evidence of impact. That's because training by itself never suffices.

The Forgetting Curve

If new information isn't applied, we forget **75%** of it after just 6 days.



The Neuroscience behind LiFT

To gain mastery over new behaviors, managers need to create new neural pathways in their brain. This requires effortful practice and repetition which few managers are able to dedicate time for. In contrast, LiFT guides managers to engage in simple actions they are already familiar with, which utilize neural pathways that are already present in them. Managers find it much easier to use these simple familiar actions than to master complex new behaviors from scratch.

At a time when executives are highly stretched and challenged by the change, uncertainty, and complexity of today's work environment, and when even small miscalculations and missteps can rapidly destroy institutional value, reputation, and trust, the opportunity to sidestep the demands of training and practice to accelerate performance in the flow of work can be transformative for leaders, teams, and organizations.

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I was surprised to see how someone who is considered a difficult employee opened up when I practiced the actions LiFT recommended. That conversation was completely unexpected, and I think I have strengthened my relationship with him.

SENIOR MANAGER, CAPITAL ONE

In a high-level negotiation where I used LiFT to plan and prepare, to my surprise, I was met with the exact openness and friendliness I had led with.

**CHIEF COMMERCIAL OFFICER,
TECHNOLOGY COMPANY**

About Mentora

www.mentora.institute

Mentora Institute is a global leadership development and organizational transformation group headquartered in New York. Mentora is committed to helping its clients evolve into inspired organizations where people in all roles and all moments achieve breakthrough performance by bringing out the best in themselves and the best in others in the pursuit of a noble purpose.

Mentora is applying the science of human potential to develop extraordinary, mission-driven leaders and cultures. It works with clients to create sustainable and measurable improvements in performance via consulting to the C-suite, co-design of culture-building initiatives, transformational learning experiences, and tools for driving step-by-step improvements in performance. Mentora's strong team of experts has proven track records in behavioral research, corporate leadership, people analytics, and cultural transformation.

To continue the conversation with us about learning in the flow of work, email us at contact@mentora.institute

