



Winning is Everything

Developing Your Growth Leaders Part I
1:15 – 2:15

December 13, 2017



Inspire Accountable Leadership. Inspire Accountable Growth™



Dennis MacGillivray

Accountable Growth, Inc.™ Founder (10 yrs)

- Coach Professional Service firms' Growth Leaders
- \$5M to \$1B+ firms (US, Canada, Europe, Asia)

pwc (17 yrs)

- Managing Director / Global Account Management
- Facilitated 3X, then 10X strategic accounts growth
- Responsible for sales and growth coaching in offices: small to large across Canada, then U.S.

Dale Carnegie/Miller Heiman

- Sales Coach to 100's over 10 yrs

www.linkedin.com/in/dennis-macgillivray/

Lake Superior Circle Tour
Outer Banks, NC to Pacific City, OR
Death Valley, CA
Chicago to Deadhorse, AK
Chicago to Tuktoyuktuk, Canada

- Planning stage 😊

Somewhere in South Dakota

 Developing Your Next Gen Growth Leaders Part I

Who is in the room?

- Managing partners?
- Line partners?
- Business Developers?
- Marketers?
- Other?

Revenue Range

- Below \$5M
- \$5M-20M
- \$20M-50M
- \$50M-100M
- \$100M+

▶ Developing Your Next Gen Growth Leaders Part I

Who are you?

- Introduce yourself to your group members
 - The Business You
 - Your Favorite Pastime

 **Developing Your Next Gen Growth Leaders Part I**

Dilemma: How do we replace the firm's primary revenue generators?

- They're ageing, retiring, or just spread too thin

Any other reasons to develop Next Gen Growth Leaders?

▶ Developing Your Next Gen Growth Leaders Part I

Dilemma: How do we replace the firm's primary revenue generators?

- They're ageing, retiring, or just spread too thin

Any reasons *NOT* to develop Next Gen Growth Leaders?

▶ Developing Your Next Gen Growth Leaders Part I

- Dilemma: How do we replace the firm's primary revenue generators?
- They're ageing, retiring, or just spread too thin
 - **Who are the likely next gen growth leaders in your firm?**

▶ Developing Your Next Gen Growth Leaders Part I

Dilemma: How do we replace the firm's primary revenue generators?

- They're ageing, retiring, or just spread too thin
- **Who are the likely next gen growth leaders in your firm?**
- **Who are your Not-So-Likely next gen growth Leaders?**

 Developing Your Next Gen Growth Leaders Part I

- Dilemma: How do we replace the firm's primary revenue generators?
- They're ageing, retiring, or just spread too thin
 - Who are the likely next gen growth leaders in your firm?
 - **How do you identify them at different career stages?**

▶ Developing Your Next Gen Growth Leaders Part I

Dilemma: How do we replace the firm's primary revenue generators?

- They're ageing, retiring, or just spread too thin
- Who are the likely next gen growth leaders in your firm?
- How do you identify them at different career stages?
- **How do you pry them away from chargeable hours to devote more time to bus dev?**

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Dilemma: How do we replace the firm's primary revenue generators?

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- Who are the likely next gen growth leaders in your firm?
- How do you identify them at different career stages?
- How do you pry them away from chargeable hours to devote more time to bus dev?
- **What do you do to help them develop?**

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Dilemma: How do we replace the firm's primary revenue generators?

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- Who are the likely next gen growth leaders in your firm?
- How do you identify them at different career stages?
- How do you pry them away from chargeable hours to devote more time to bus dev?
- What do you do to help them develop?

 Action Reminder

What action will **you** take when you get back to your office?

1.

2.

3.

Your Name (print legibly please):

Date:

▶ Summary

What was most significant to you today? (Please print legibly)



Name _____

Email _____

Contact me about helping more people in our firm become Accountable for Growth. Circle Yes/No

Submit this card to be eligible to win an iPod Shuffle



THANK YOU



Inspire Accountable Leadership. Inspire Accountable Growth™