

# *Tero International, Inc.*

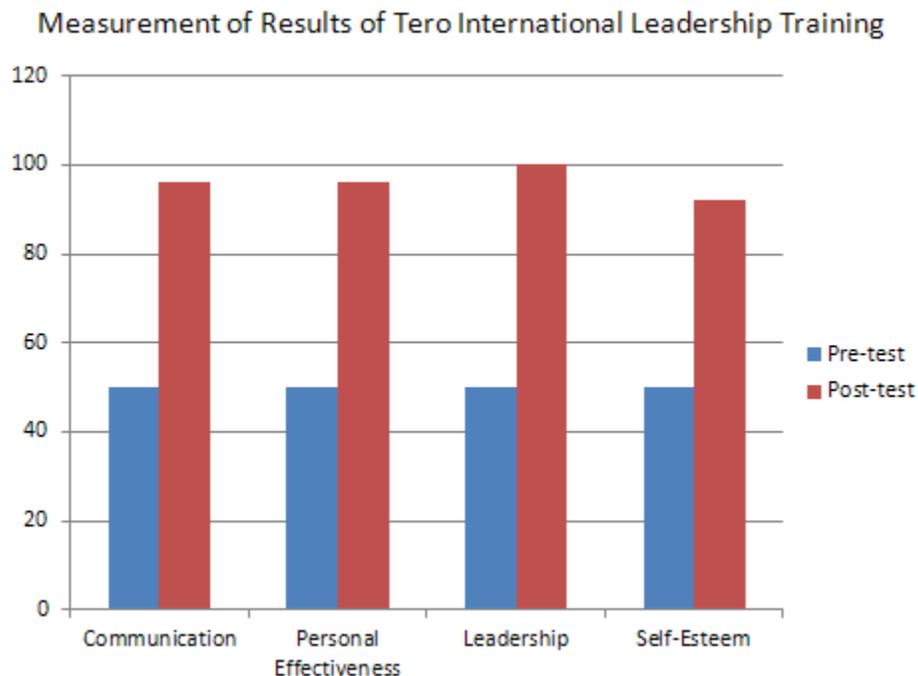
## *Leadership Development*

### *Measurement of Results*

At four times during the six- to twelve-month training program, participants are asked to complete an assessment that measures their perceptions of their skill-level or competence in two areas: self-esteem and the learning objectives of the program. Four assessments, a pre-, post-, post-, post- series, are carried out that can be evaluated later for their statistical significance.

#### ***Impressive Results***

The statistical analysis, conducted by statisticians from Drake University, from previous classes has shown learning and growth that has been nothing short of breathtaking.



The results show that the Tero Leadership Program training could expect to move the typical person from:

- the 50<sup>th</sup> to the 96<sup>th</sup> percentile on the personal communications scale
- the 50<sup>th</sup> to the 96<sup>th</sup> percentile on the personal effectiveness scale

- the 50<sup>th</sup> to the 100<sup>th</sup> percentile on the leadership scale
- the 50<sup>th</sup> to the 92<sup>nd</sup> percentile on the self-esteem scale

These are results that most educators and employers would consider to be both educationally and practically significant. A 46% increase in communication skills, 50% in leadership skills, 46% increase in personal effectiveness and 42% increase in self-esteem is especially impressive given that statisticians report that a mere 3% increase is meaningful.

Another way to look at this is, what leader wouldn't be pleased to see their protégé show an average improvement from 50% to 96% during a six- to twelve-month period in a given course of study?

While the marathon training covers a seemingly long six- to twelve-months, in the language of behavior change, six- to twelve-months is a relatively short period of time to realize these significant changes. The greatest growth in each of us occurs during a period of some stress (not too much). The marathon training ensures the participants are accountable for their own growth and that successful change in behavior occurs—the kind of behavior change that is somewhat resistance to change. Every one of us remembers significant learning experiences in our lives and nods in agreement that they always were accompanied by a great investment of time, effort and personal energy.

## *Testimonials*

In addition to the assessment data, informal feedback and input is collected from many people in the organization throughout and following the formal training.

Here what graduates and mentors say:

*"I thought the program was awesome. The program was always upbeat and the material presented in a fashion that was interesting and memorable."*

*"It is worth the time and effort. I know myself better and am working on my 'barriers' to success."*

*"Loved it!"*

*"I think the training is valuable in several respects. First, helps bring various managers with various backgrounds together for a common experience. Second, exposes some managers and personnel to issues that they haven't seen, or may not otherwise have an opportunity to experience depending on education or work experience. Third, it was nice to see up to date training rather than a canned textbook that hasn't been updated in 20 years. Fourth, I liked the openness and enthusiasm of the instructors, unlike many college courses or professional training where the person often doesn't seem to have an interest and just reads from a book or manual."*

*"I have attended many other seminars/programs and went through the MBA program but feel that I learned as much during this program as I did in any of the other classes/seminars."*

*"I have enjoyed participating in this program. I especially enjoyed the active learning environment."*

*"I learned how my actions can affect others positively and negatively."*

*"There has been a financial impact already with some of the projects. The program has also solved some other problems that would not have gotten solved without this focus."*

*"Mentor training was bonus training that came with the Leadership training. This is a necessary and important component of the program, but added a dimensional aspect that most other training programs miss."*

*"If you take the time to put energy into a program like this, you will be repaid 10 fold."*

*“I’ve participated in a lot of continuing education seminars, conferences, etc., and Tero has by far the best one I’ve ever experienced. It kept our attention, presented an enormous amount of information in an interesting and entertaining format, and helped us to grow with encouragement and valuable feedback. I’ve thoroughly enjoyed it.”*

*“Training that is prized enough to be considered a perk. If you want to make an impact on the company and yourself, join and lead.”*

*“Wow. This program has changed lives.”*

*“I have more confidence in everything that I do here at work now. And each project that I do I am always thinking of how can I apply the skills that I have learned to make the project more successful.”*

*“The program provides an excellent structured approach to teach leadership skills to individuals who have an interest or who have been identified as high potential employees. It happens so often that a company promotes an individual to a supervisory position for which they have had little or no training.”*