



Leadership Boot Camp 2026

Day 1

- Opening Remarks & Agenda Review- *By Gary Elekes*
- Growing a business – challenges and opportunities – phases and scale
- The development of a plan to grow – what does the plan look like
 - Company benchmarking exercise
- Defining Effective Leadership in a Small Business Enterprise
 - Skills of effective leaders – mapping exercise
 - Styles of leadership and how they affect employees
 - Social styles – examining how to change adapt leadership style to support growth
- Leadership Evaluation – Examining your leadership capability
 - What impact does your leadership aura create in the company
- Example Leadership Exercises
 - Mapping Change
 - Exercise – Mapping a Process Driven Company
 - The White Rhino – What are Models of Success – *By Gary Elekes*

Day 2

Leadership & Forming a Company Operating Plan – *By Gary Elekes*

- Establishing a Vision for the Company
 - Working Exercise to create a Vision
- Core Values & Operating Philosophies
 - Working Exercise to Create Company Core Values & Culture – Defining the Culture
 - Mapping Specific Behaviors – Culture Development
 - Developing a Mid Management team
 - Development of the training and pathways for managers
 - Discussion – How does culture get influenced by leaders and company processes
- Establishing Company Goals for the year and the coming 3 years
 - Working Exercise to Define Company Goals for Plan
- Key Company Benchmarks – Discussion –
 - Working Exercise for Prioritization & benchmark of company against model company data
- Prioritizing Goals/Actions, & Strategies, and Implementation Steps for Marketing, Human Resources, and Operational Production Planning
- Defining & Completing Company Project (Action) Plans for Key Company Performance Goals
 - Revenues/Margins/Growth Rate/Profits/S.G.A. Costs/Key Changes 2026

Networking
Cocktails and Cigars Day Two
4 PM – 6 PM

Day 3 – Finish 2:30 Day 3

Leadership Implementation and Execution – *By Gary Elekes*

- Establishing a model for execution
- Identifying talent and developing employees
- Hiring processes – improving the leaders model for identifying new employees
 - Letter of expectations
 - Cultural Document
 - Values, Beliefs, Behaviors
 - Employee Leadership expectations
 - Role Description – defining the work required and inter-relationships
 - Key measurements of Success
 - Rewards - Compensation systems
- Improving communication in a small business
- Working with managers to accomplish initiatives
- Developing other leaders within the organization
- The evolving role of the owner – changing the work required dynamic through leadership

Tools: Bring Laptop with working EXCEL

Who Should attend: All Managers in the Company Benefit
Owners and Operators