

# KEEPING LEADERSHIP AHEAD OF SUPER CHANGE

## Surviving and Thriving with Agile Thinking and Brilliance Extraction™

### Change has NEVER been this rapid before

Leaders today face more rapid change than any generation of leaders before. Super Change causes tremendous pressure and challenges, at work and, subsequently, at home, too.

Product cycles that were 72 months are now 72 weeks. Artificial intelligence, big data, 5G communication, biotechnology, and many other advances accelerate the pace of innovation across almost all industries to levels we have never seen before. The need to stay current is equally pressing.

Inc magazine predicted in 2016 that half of the S&P 500 companies will be replaced within a decade, i.e., in 6 short years from now. The fact is companies of all sizes are fighting to stay relevant. They are looking for ways to reinvent themselves. They are reorganizing. The rate of mergers and acquisitions is sky-high and brings many challenges. This is what super change looks like in our current reality.

And now we add the challenges of the Coronavirus on top of that...

### The "old" business, leadership and learning methods won't keep you relevant

What worked yesterday is outdated today. Leaders need to be more nimble and agile than ever. They constantly need to keep learning and adapt. What's more, they need to unlearn methods that brought them success in the (recent) past but are no longer working. They also need to take advantage of their organization's own brilliance in new way. Furthermore, in a time of super change, companies must have the unbiased perspective of fresh eyes.

### What you need

You need to upgrade your organization's skills and tools

- Learning and adapting faster
- Unlearning what is no longer working
- Relearning with blazing speed what is relevant now
- Adopting agile thinking processes
- Leveraging the organization's own existing talents and expertise
- Capturing new opportunities provided by fresh eyes and perspective
- A plan to survive and thrive in the next 90 days



**Stephanie Althouse, Ph.D.**

CEO/Founder, Top-Notch CEO

*"There's **no process in our alma maters to deal with this phenomenon we call "super change". We're still dealing with old Harvard models of improving leadership. They don't work. They're not effective. Companies find they are wasting more than the money of the multimillion dollar contracts they enter into to address this issue. They are wasting time. They take all this time from the leaders, and then they're not showing the gains in performance or loyalty. Key people are leaving. They're all going to unicorns starting up, where they can get wealth and stock. The brain drain is colossal."***

**Berny Dohrmann,**

Author of "Super Change: How to Survive and Thrive in an Uncertain Future"; Founder & Chairman of CEO Space International



## What we do

We deliver a proven process enabling leaders to thrive in super change. Our extensive track record demonstrates our experience, credentials, and expertise.

Working with us is a high-profit investment. Results include raising EBITDA and business value, staying relevant in quickly changing markets, increasing staff retention and eliminating burnout.

Most often, we work with the CEO or owner first. Many want to work on themselves first and then their management team

and board second. We can also work with your silo managers across the world.

We do a lot of our work via video conferencing. It is a proven method that saves you travel time and money. When needed we can come to your site/s.

## Cost and timelines

Our process engages leaders for a flat fee. A typical investment ranges between \$2,500 and \$5,000 per month per leader.

## Let's schedule a 30-minute conversation

It costs nothing to explore.

760-707-9977

Stephie@TopNotchCEO.com

**Nothing profitable happens... until a leader makes a decision.**

**"We wish to thank you for your strategic guidance and the "Fresh Eyes Assessment."  
With your mentoring, we were newly energized and analytical of our operations. Through your leadership,  
and in a short time, we exceeded our expectations in revenue and profitability."**

**Anne-Merelie Murrell**, recently retired CEO of Giroux Glass, Inc

## Bio of Dr. Stephanie Althouse

Dr. Stephanie Althouse ("Dr. Stephanie") has 20+ years of experience in C-level leadership, a Ph.D. in science (chemistry), and a strong analytical mind. She brings a rare combination of business and technical expertise to her clients.

She is an authority on guiding companies and people to grow revenues and business value. She earns the trust and collaboration of top leaders and their teams. She has the unique ability to grasp which areas are working, which ones are not, and which ones need optimization. Her fresh eyes reveal new opportunities and overlooked challenges with astonishing speed. Her clients thrive in Super Change.

Dr. Stephanie has a proven process for taking advantage of the organization's expertise and operational knowledge in a new way. The process is Brilliance Extraction™.

She is the author of 2 books, "101 Quick Tips for High-Talent Companies" and "101 Quick Tips for ESOP Leaders."

## Selected Highlights

- Moved a company from extensive losses to \$1.5M profits in 6 months - 30% per year growth since then
- Raised annual revenues by 41% during the worst economy of recent times
- Created growth and a succession strategy via capturing and streamlining the business processes
- Enabled a smooth succession of the CEO role
- Established systems for contract bidding and for hiring new employees - saving millions
- Saved a company by reshaping the team's roles and functions

