

Promoting Your High Performers into Leadership

Tools for Success



Introductions



CRAFT

Objectives

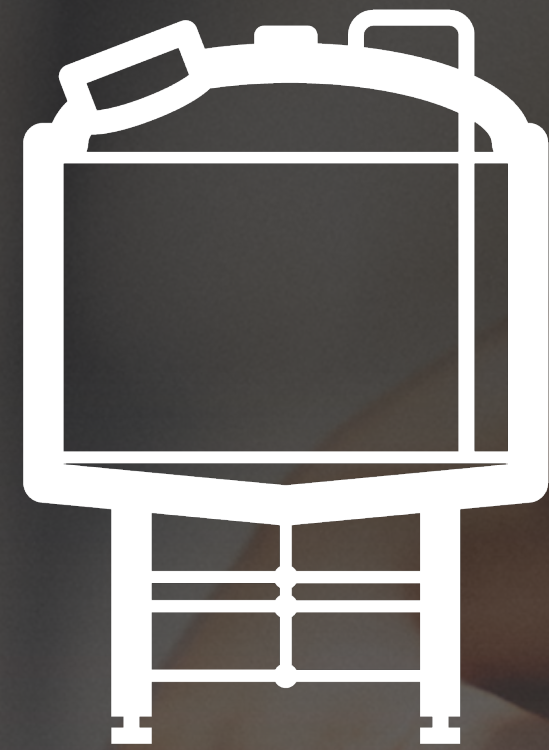
- Understand the challenges and opportunities inherent in transitioning high performers in your brewery into leadership positions
- Identify key characteristics beyond competency that effective people leaders exhibit
- Introduce actionable tools that can help you evaluate and prepare high performers for their new roles



Balanced Leadership

What it is and why it's important

Typical Path to Leadership



Excel in a skill

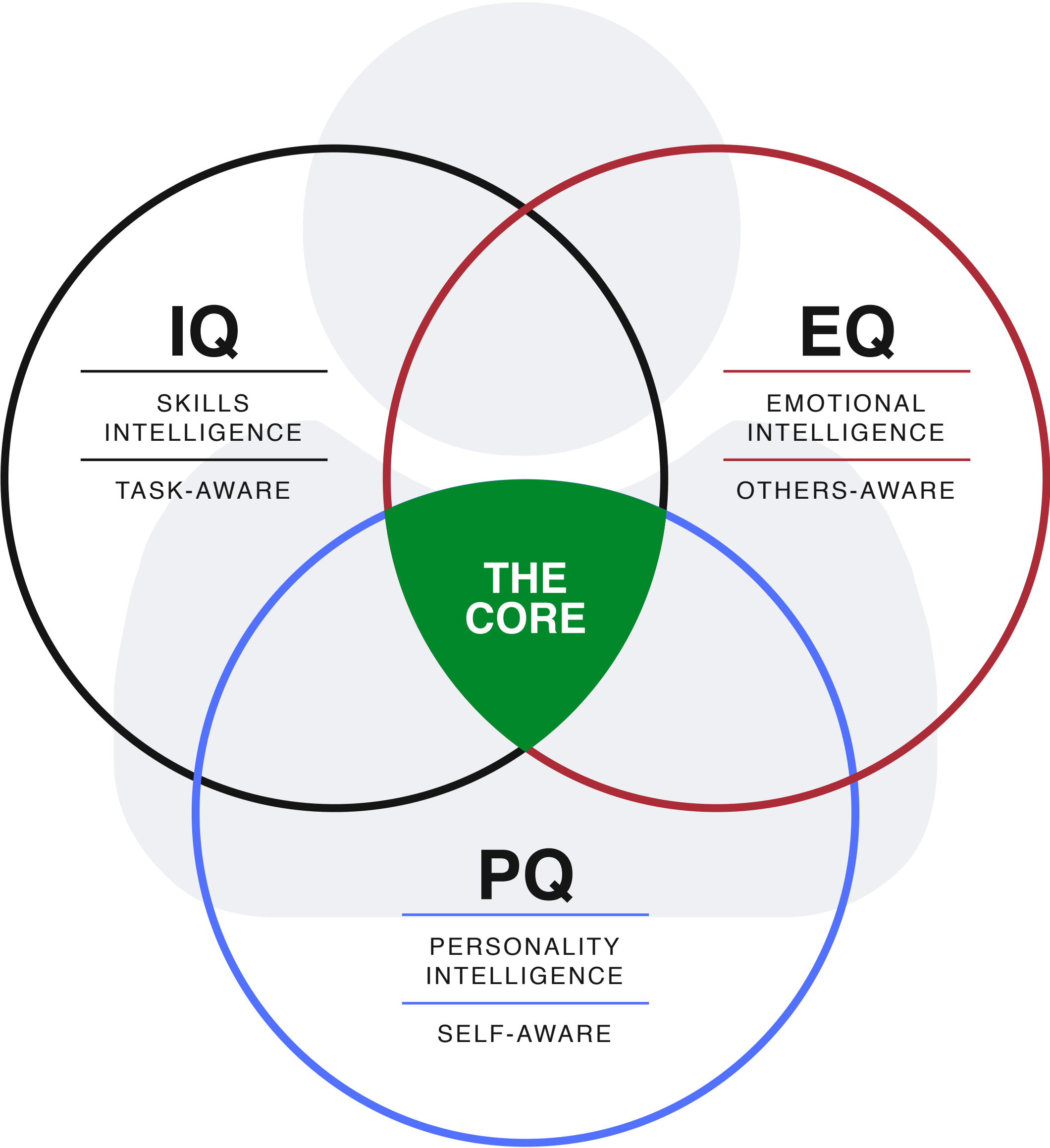


Elevated to lead
others in that skill



**Brewing a great beer and
leading a team of brewers are
two totally different skill sets**

THE CORE



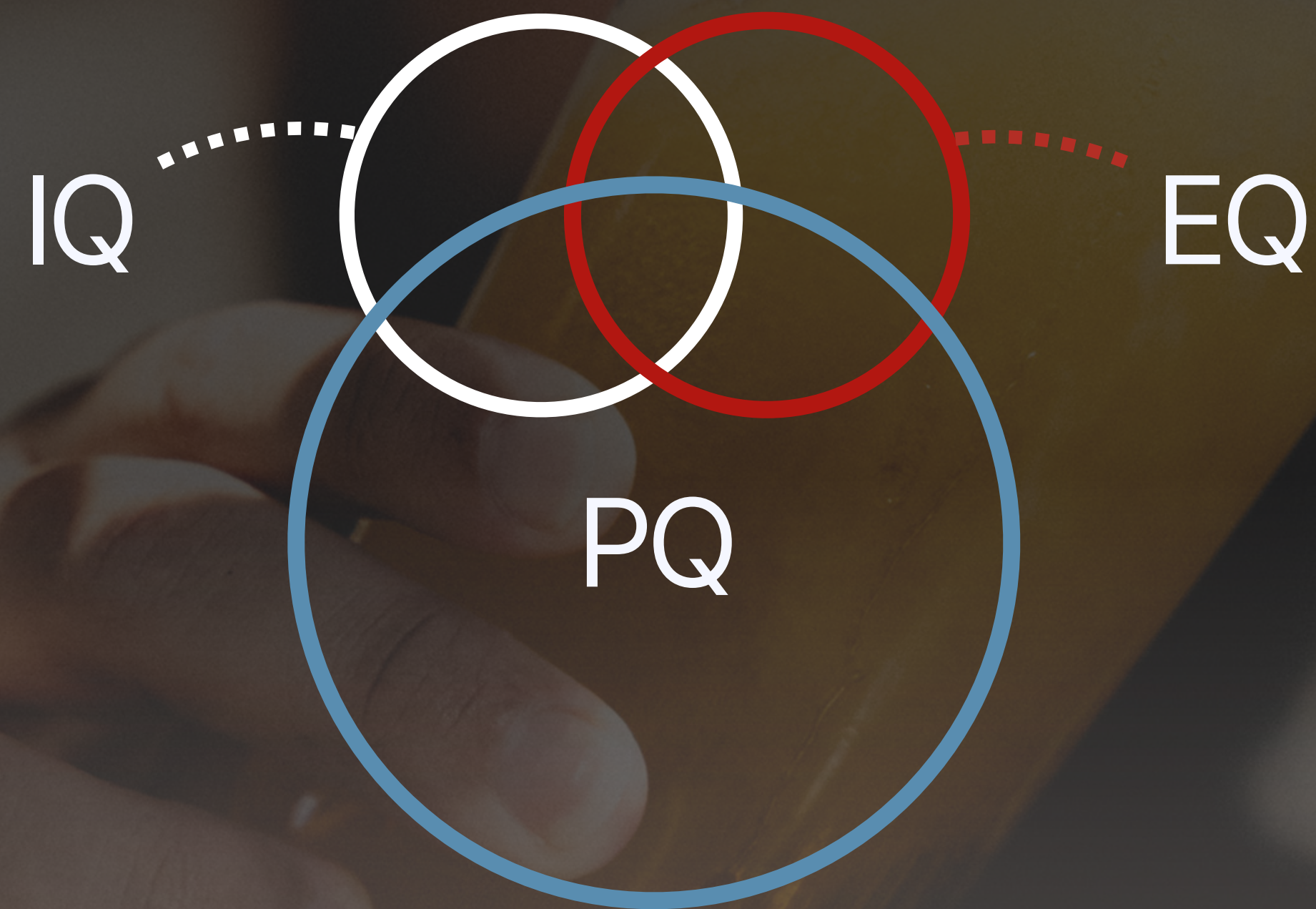
Good at Skills



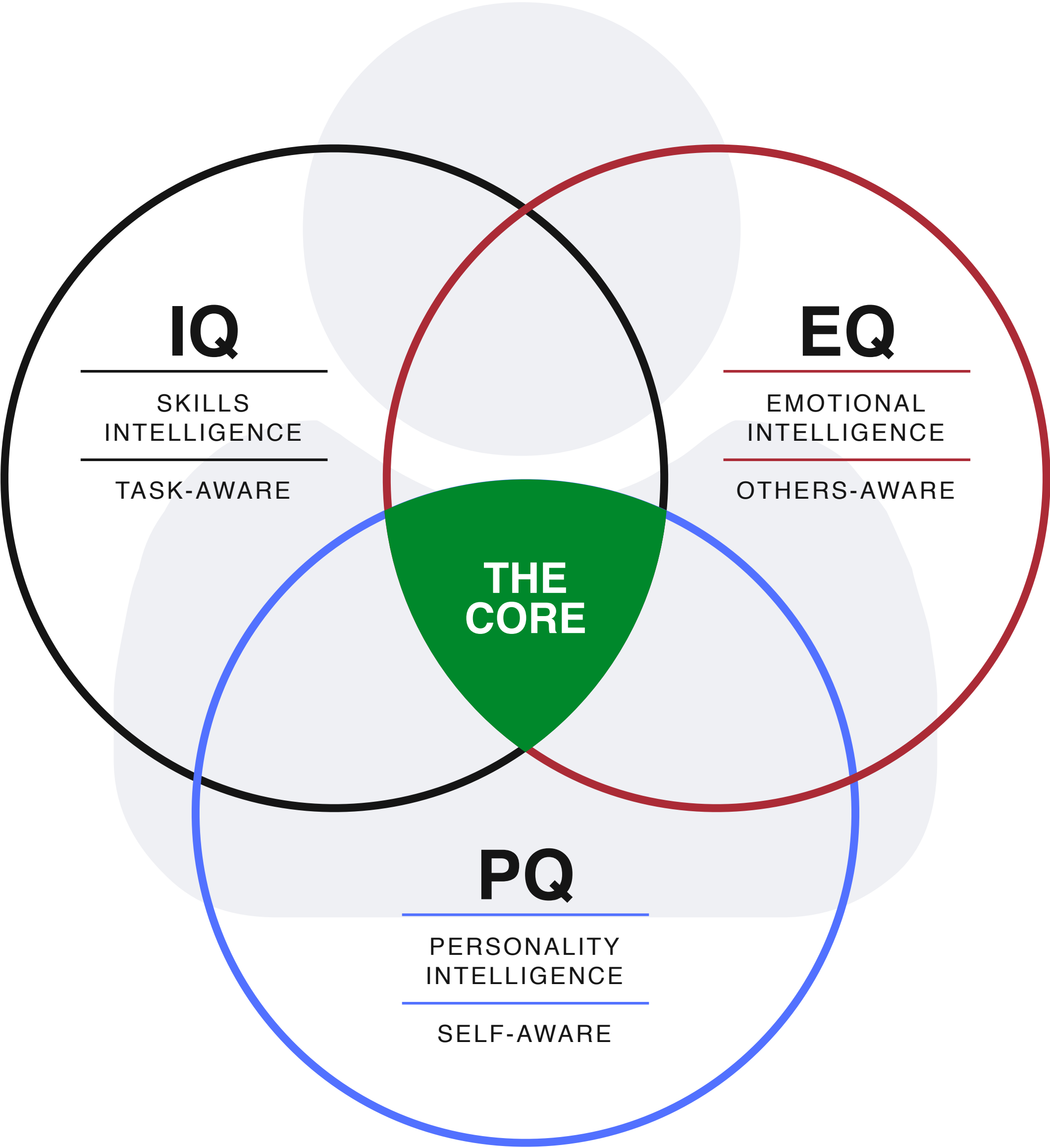
Good With People



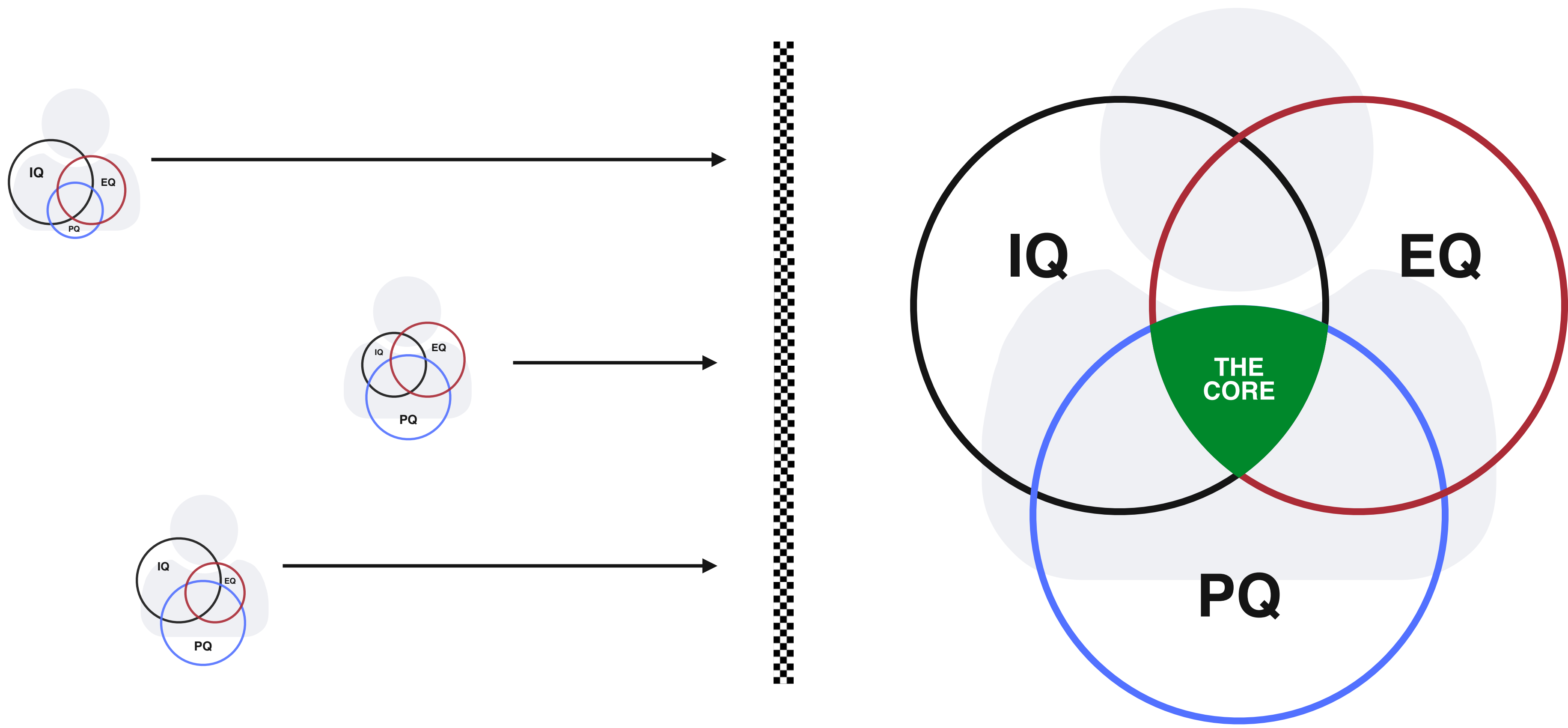
Good at Self Awareness



THE CORE



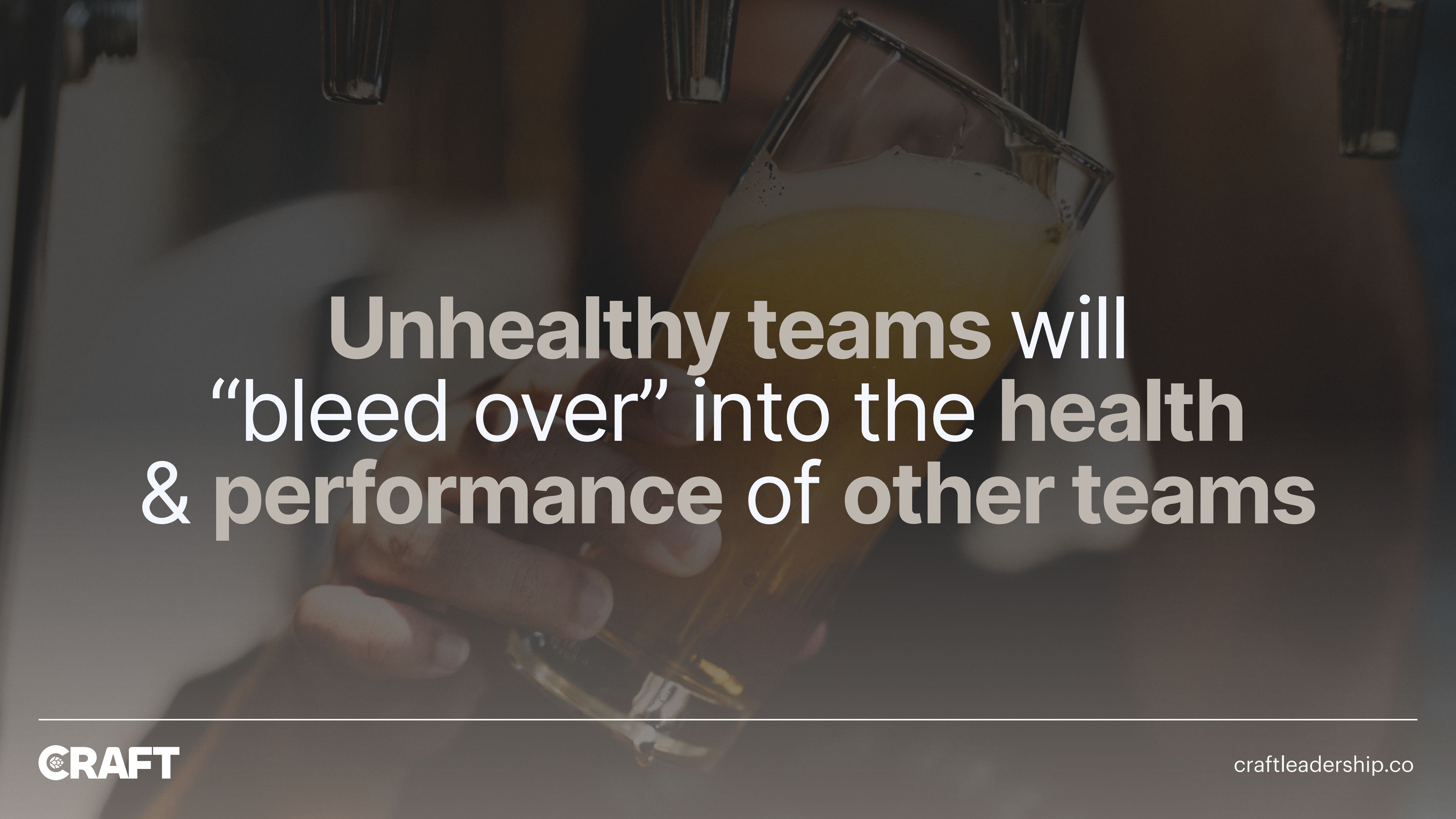
KNOW OTHERS TO LEAD OTHERS





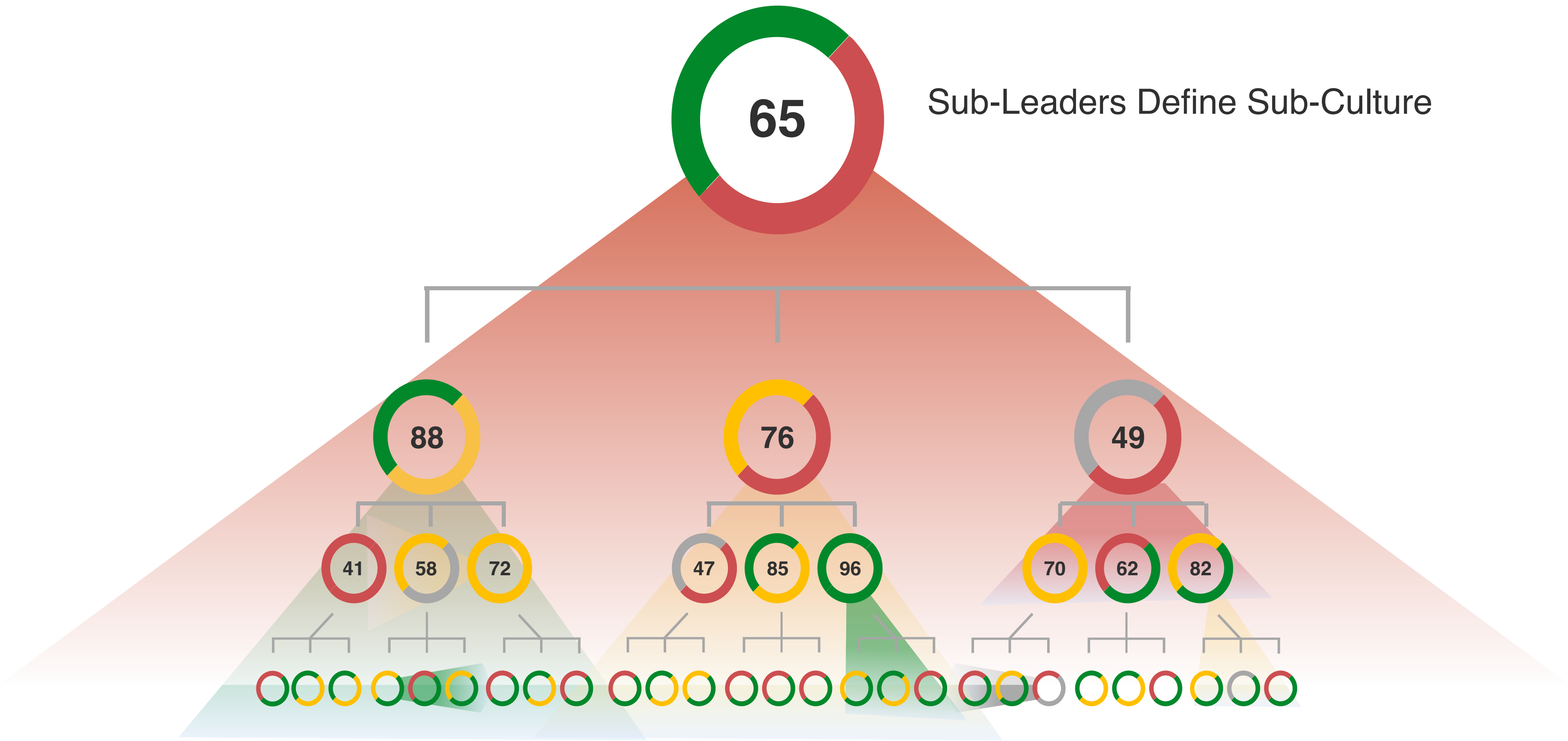
Why is this important?

Your brewery culture is actually the combined cultures of your individual teams/leaders



Unhealthy teams will
“bleed over” into the health
& performance of other teams

LEADERS DEFINE CULTURE

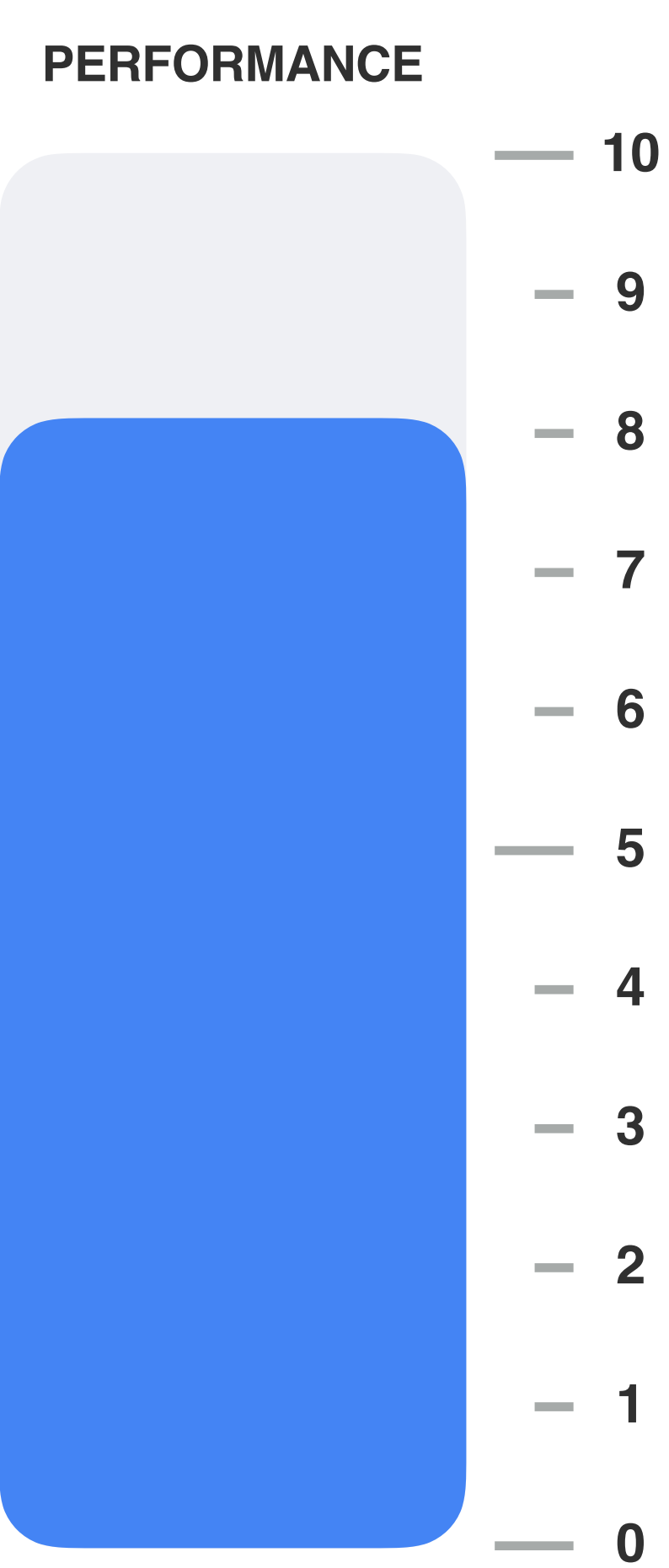


How healthy is each culture?
How well is each team performing?

A hand is holding a tall, clear glass filled with a golden beer and a thick, white head of foam. The glass is tilted slightly. In the background, several beer taps are visible, suggesting a bar or brewery setting. The overall image has a dark, moody tone with a semi-transparent overlay.

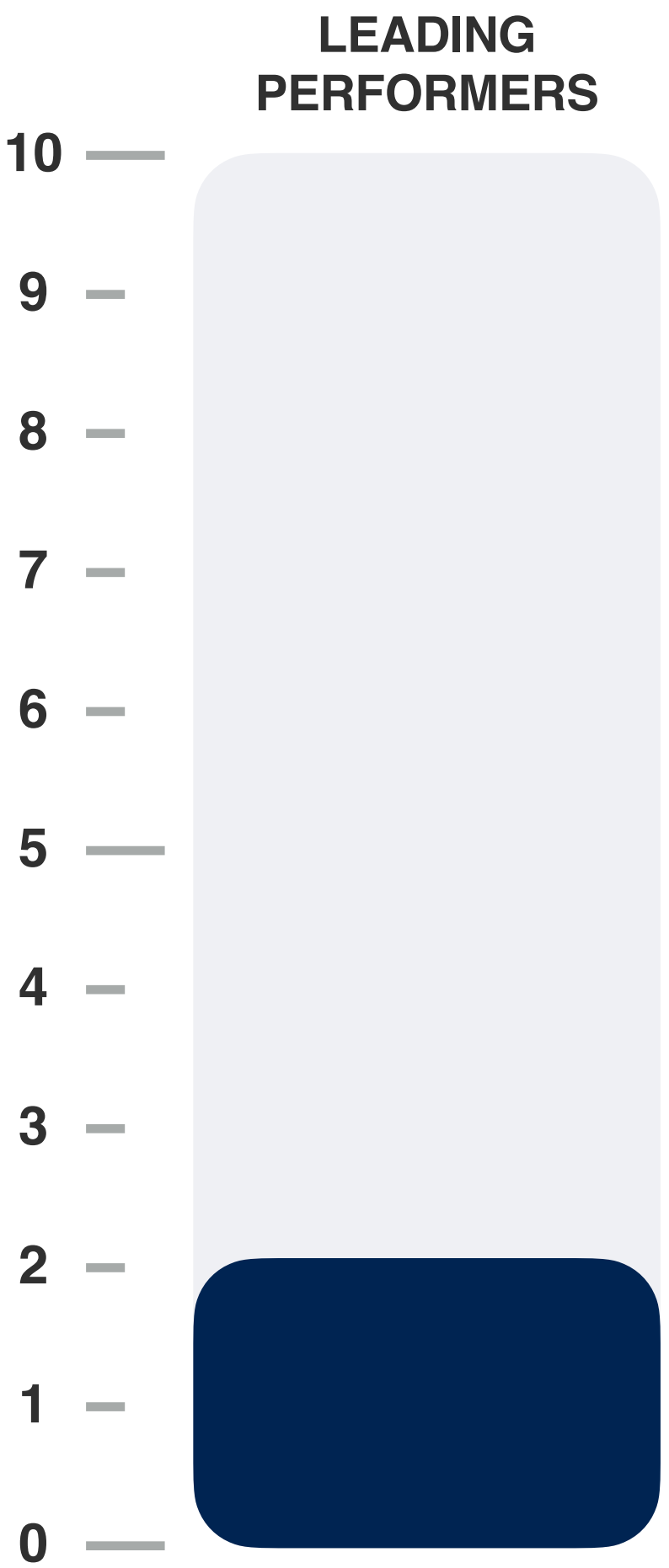
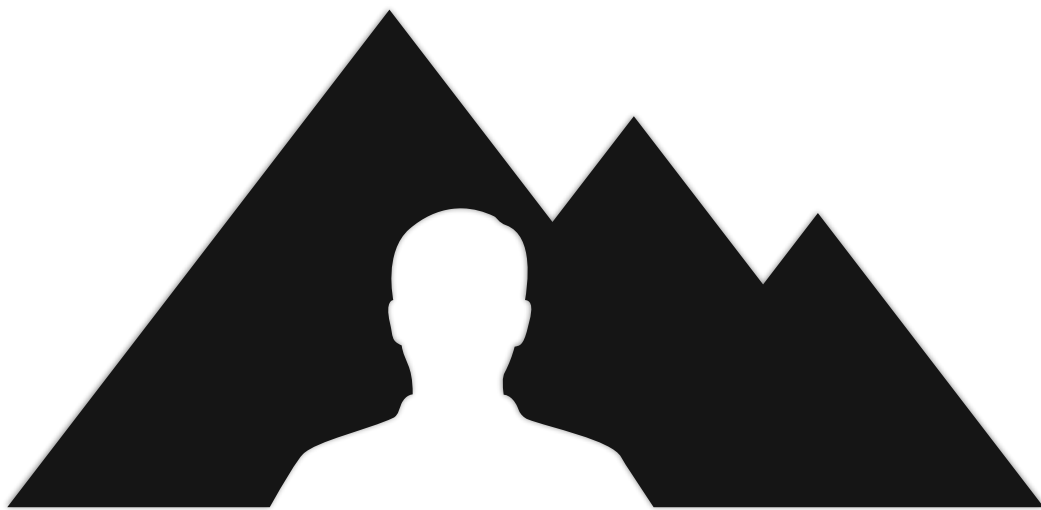
How do you spot unhealth?

THE 100X LEADER ASSESSMENT



How well are you performing?

How well are you leading performers?



SUPPORT CHALLENGE MATRIX





Your Role

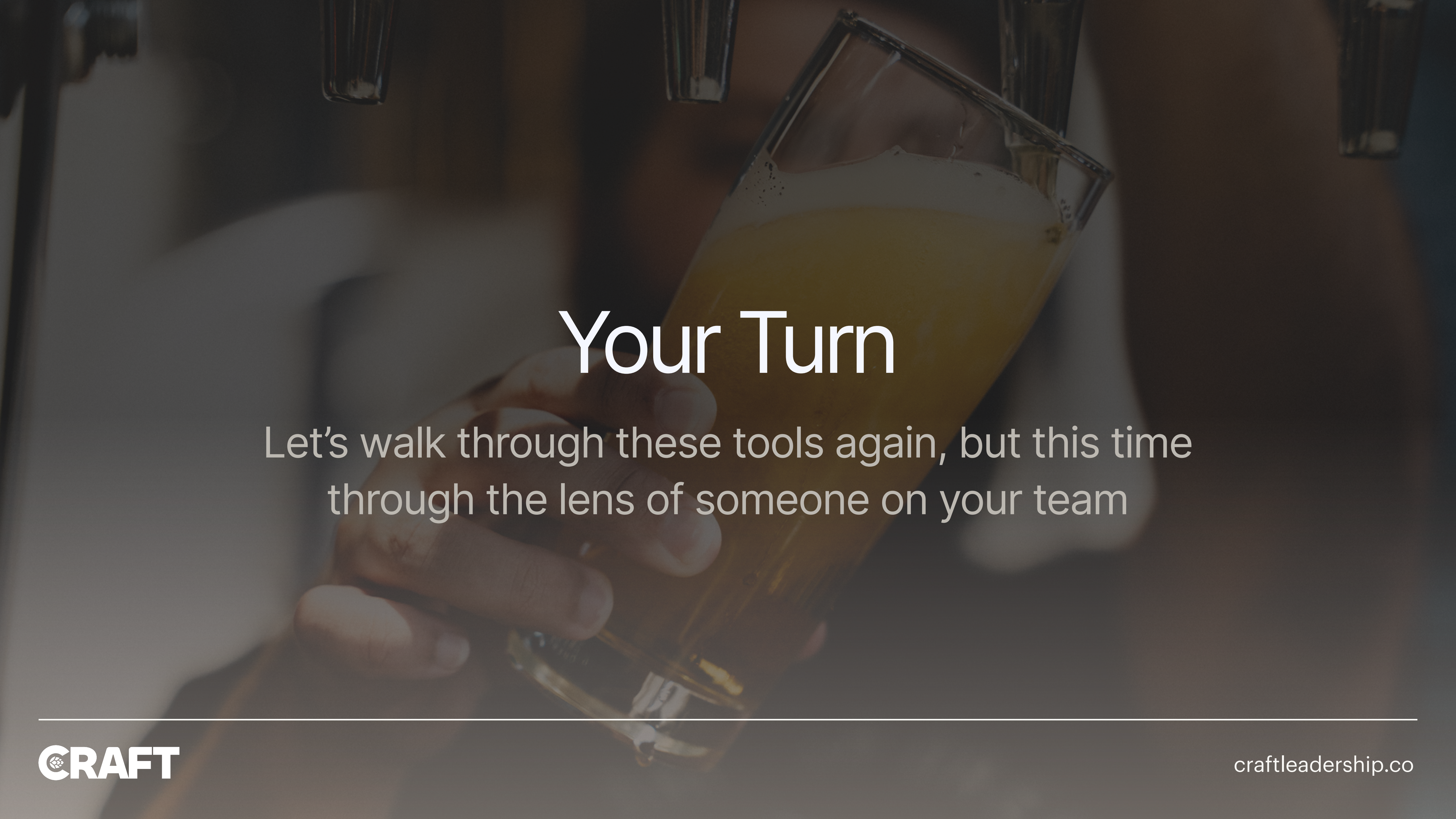
At the end of the day, you can't force them to grow, but you do have a tremendous amount of influence with them

LEADER MINDSET



**Fight for the highest possible good
in the lives of those they lead.**

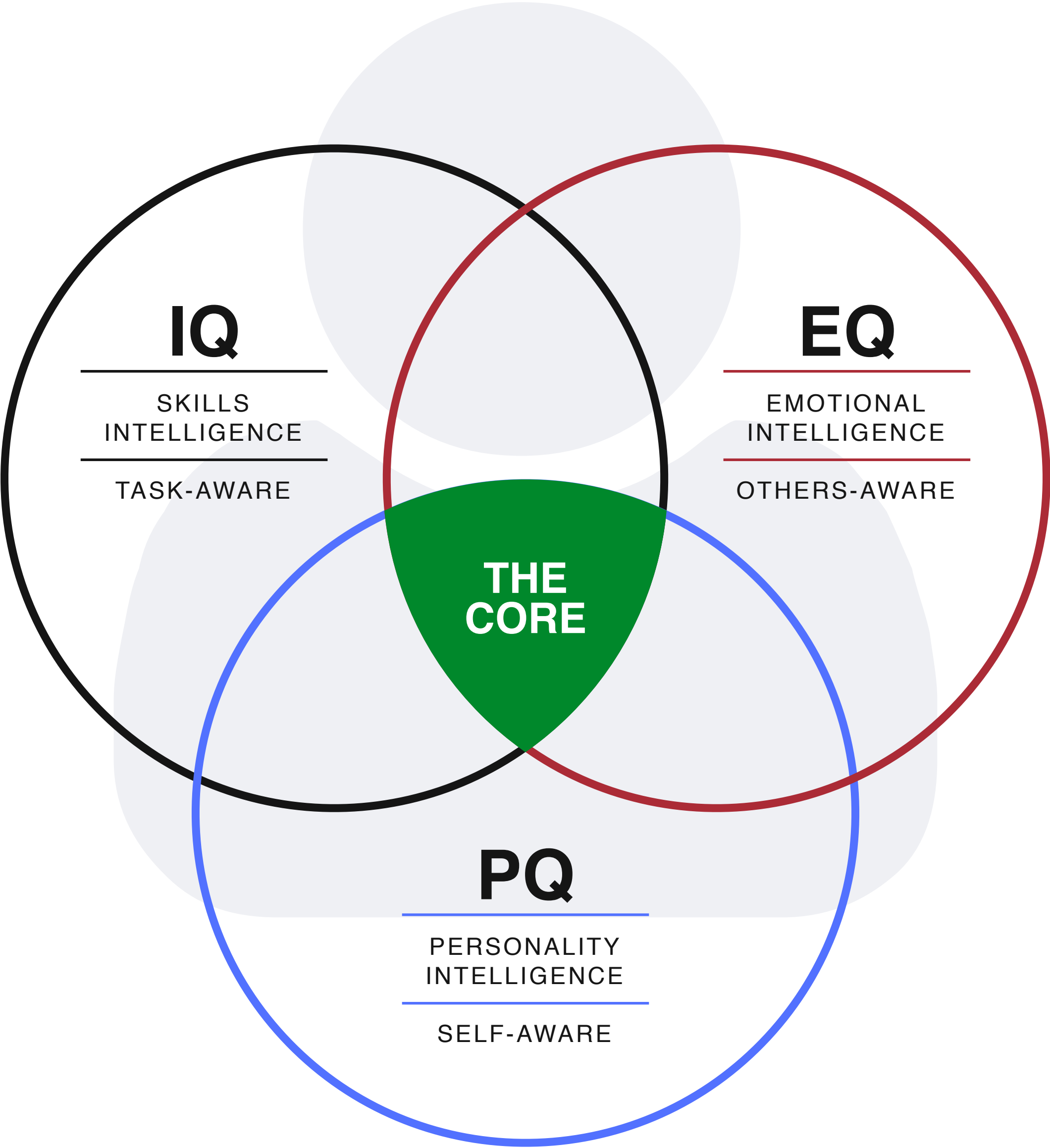
- 1 What specific support and challenge do they need from me?
- 2 What is the tendency and pattern most undermining their influence?
- 3 How do I help them get to the next level?



Your Turn

Let's walk through these tools again, but this time through the lens of someone on your team

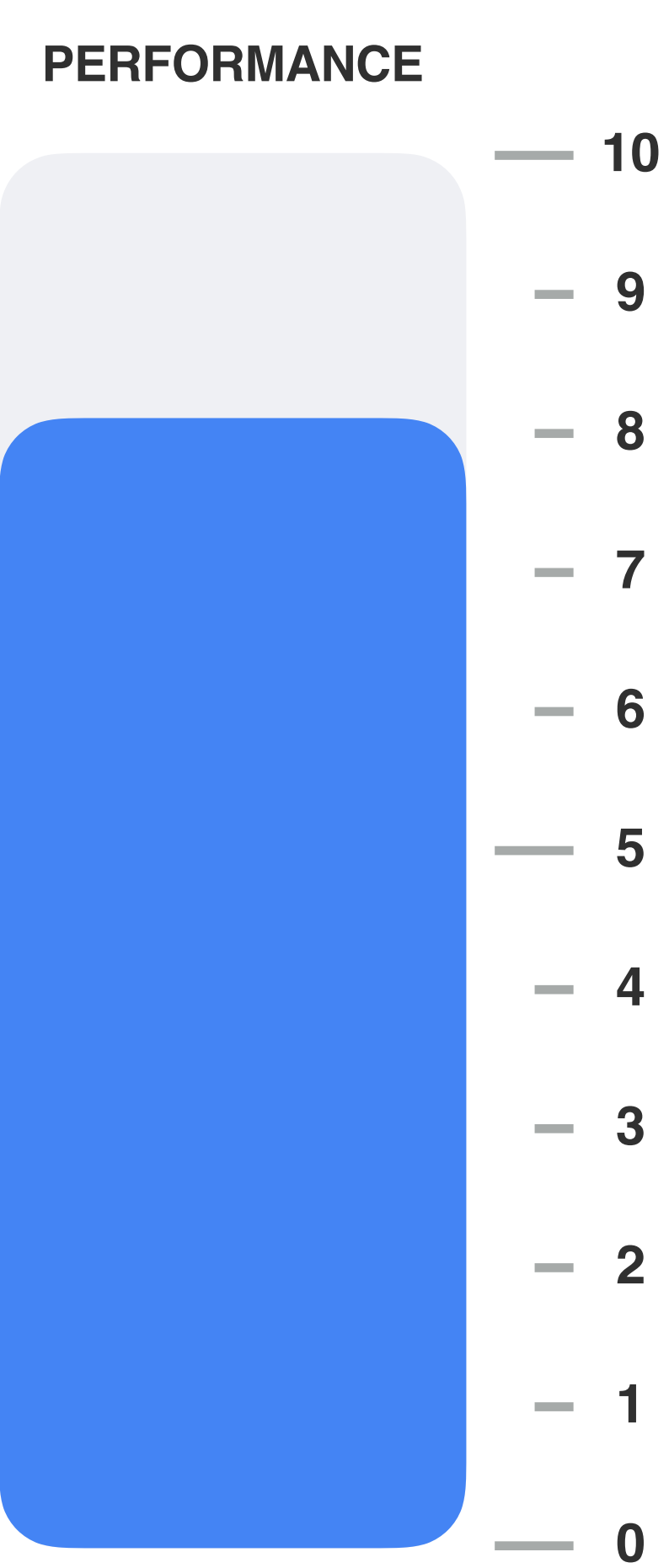
THE CORE



Who is on your mind?

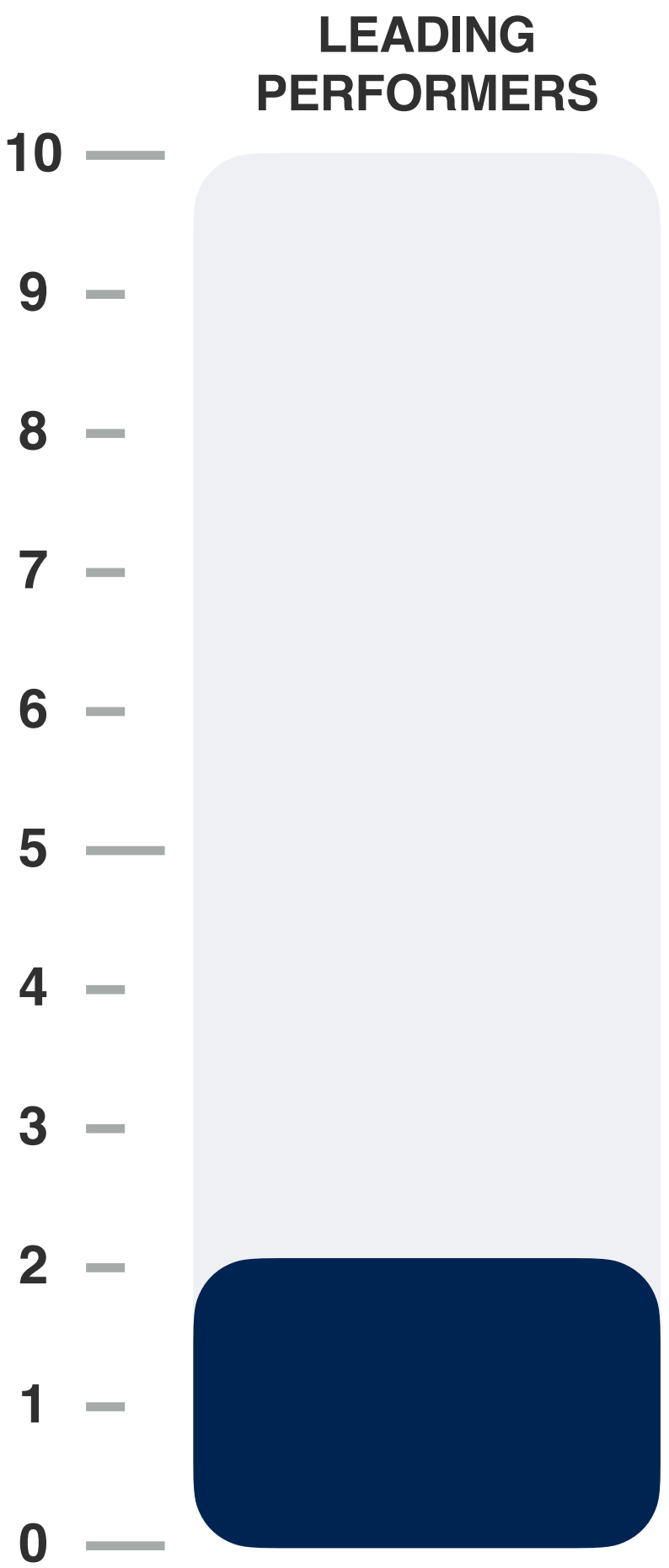
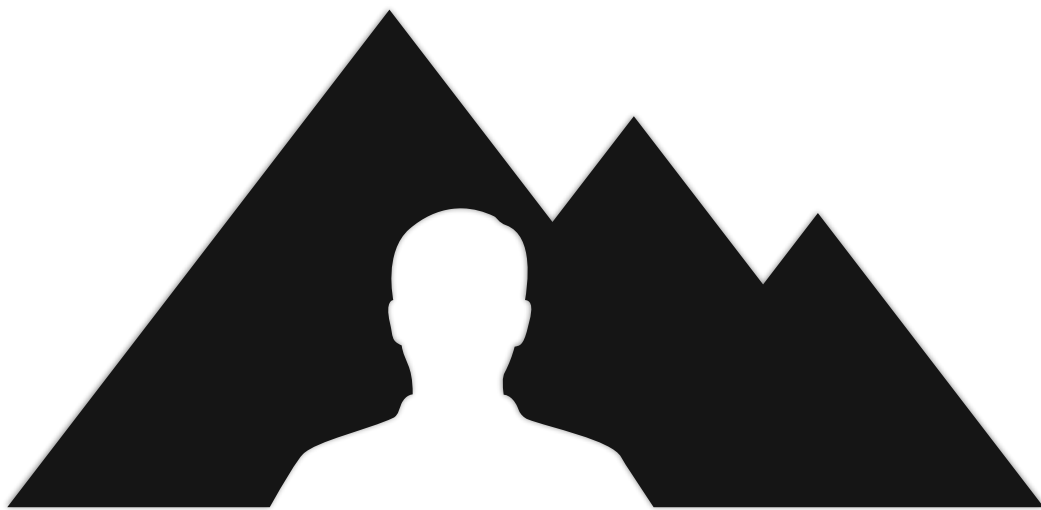
- **The Core:** What score (1-10) would give in each area? (PQ, EQ, IQ)

THE 100X LEADER ASSESSMENT



How well are you performing?

How well are you leading
performers?



Who is on your mind?

- **The Core:** What score (1-10) would give in each area? (PQ, EQ, IQ)
- **The 100X Leader Assessment:** How well are they performing? (1-10)
How well are they leading performers? (1-10)

SUPPORT CHALLENGE MATRIX



Who is on your mind?

- **The Core:** What score (1-10) would give in each area? (PQ, EQ, IQ)
- **The 100X Leader Assessment:** How well are they performing? (1-10)
How well are they leading performers? (1-10)
- **Support Challenge Matrix:** What's it like to be on the other side of them? (Liberator, Dominator, Protector, Abdicator)

LEADER MINDSET



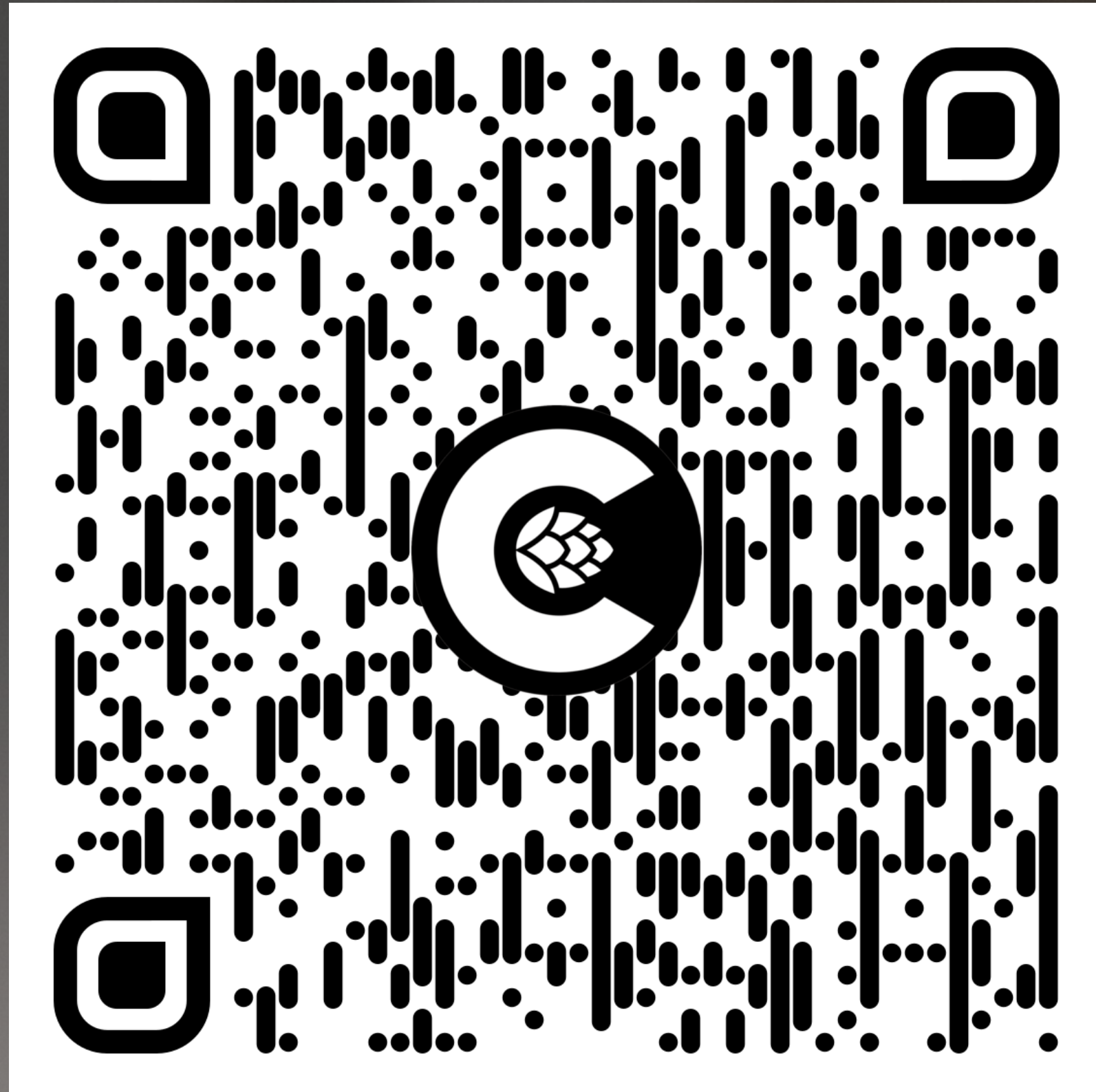
**Fight for the highest possible good
in the lives of those they lead.**

- 1 What specific support and challenge do they need from me?
- 2 What is the tendency and pattern most undermining their influence?
- 3 How do I help them get to the next level?

Who is on your mind?

- **The Core:** What score (1-10) would give in each area? (PQ, EQ, IQ)
- **The 100X Leader Assessment:** How well are they performing? (1-10)
How well are they leading performers? (1-10)
- **Support Challenge Matrix:** What's it like to be on the other side of them? (Liberator, Dominator, Protector, Abdicator)
- **Leader Mindset:** What support/challenge do they need from you right now? What tendency/pattern is most undermining their influence? How can you get them to the next level?

Next Steps



Use the QR code to...

1. Download all of the **slides** and the **worksheet** from today's session
2. Access a **video** teaching some of the tools from today that you can use to share them with others
3. **Learn more** about how Craft can help you raise the relational intelligence of your leaders



We'd love to hear from you!

chris@craftleadership.co
amy@craftleadership.co

A hand is shown holding a tall, clear glass filled with a golden beer and a thick, white head of foam. The glass is tilted slightly. The background is a blurred bar setting with other glasses visible. The word "Questions" is written in a large, white, sans-serif font across the center of the image.

Questions