

Scaling for GrowthSM



Executive Bench is designed to build self-reflective and scalable leaders who excel in diverse, unpredictable, and complex business environments. This is achieved through a program called Scaling for GrowthSM, which is available through virtual and live sessions.

Scaling for GrowthSM

When taking the next step up, Scaling for Growth gives your leaders what they need to land on solid ground. Through our targeted development program, they are given the tools to take on roles of greater scope and complexity with outstanding results.



Advance scalability through deep insight and sustainable behavior change



Accelerate readiness for promotion and reduce risk of transition



Strengthen the pipeline for enterprise-critical roles

We build adaptive leaders who:

Recognize and adapt to micro and macro **business** trends and make complex trade-off decisions.

Attend to the shifting **people** needs of the organization and lead in ways that maximize discretionary effort and performance.

Manage **self** with healthy, agile, and resilient habits, prepared to thrive in challenging and rapidly changing environments.



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Program Principles

Growth Oriented

Rooted in RHR's Readiness for ScaleSM assessment, focused on individual and company growth.

Intentional

Built for motivation, focus, intensity, and momentum to maximize outcomes and engagement.

Cohort Enabled

Leverages peer exposure and mentoring along with individual coaching.

Adaptable

Can scale to different scopes, formats, participants, and locations.

Systemic

Anchored in company talent goals, engaged with the system.

Measurable

Grounded in defined behavioral goals, habit formation, and trackable progress.



Learning Events

Learning events introduce core concepts of scalability, cultivate self-insight, and prepare leaders to make behavioral change commitments.



Behavior Tracking and Coaching

Each behavioral commitment is embedded through a set period of active practice. Learning is supported through individual coaching.



Leadership Plan and Evaluation

The leadership plan ensures change is reinforced and development continues after the formal program ends.

1

Engaging, interactive cohort sessions designed to build self-awareness.

2

Content built to advance your next generation of enterprise leaders.

3

Ten distinct modules that target trainable areas of scalable leadership.

4

Behavior change driven by 21-day practice periods and one-on-one individual coaching.

5

Flexibility to choose content and formats that align with your priorities.

Adapting to a Virtual World

We offer Scaling for Growth with a flexible delivery format. Whether due to a pandemic or a globally dispersed team, this program can be delivered virtually as well as in person.



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What leaders are saying about their experience with us

What I especially liked about the Scaling for Growth program was the concentration on emotional resilience to help lead more effectively and improve culture. Also, learning the difference between influencing and being influential in a scalable way has helped me have impact.

The in-person sessions and coaching were helpful, and the opportunity to meet and develop relationships with new colleagues across the business expanded my perspective in new ways.

They became more self-aware of their leadership style and its impact and “earned new skills for shaping the culture of their team and organization.”



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