

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

I've been going through leadership development programs for over 20 years and Scaling for Growth is the best program in which I've participated.

VP of Fortune 500 Insurance Company

I learned more in half a day of Scaling for Growth than I did in the entirety of other leadership development programs.

Director of Fortune 500 Consumer Packaged Goods Company

I loved the mix of theory, practical suggestions, and discussion. I'm particularly grateful to have RHR with me and the leadership team during these turbulent times.

CEO of Fortune 500 Financial Services Firm

The RHR program is the most effective leadership training I have had in 30 years in retail. What sets it apart is the methodology which involved assessment, education and self-insight activities, making behavioral commitments, practicing the commitments, and tracking progress. The facilitators were excellent, agile, and accessible when needed beyond the classroom.

VP of Fortune 500 Retail Company

It was a magic combination of evidence based content and masterful group facilitation.

I LOVED the combo of CBT like strategies, brain insights and practical behaviour change strategies. So cool! We are so lucky to partner with you guys.

Fortune 500 Food and Beverage Company

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