



RESULTS-CENTRED LEADERSHIP™

Caroline Rowan & Frederick Clarke

Results-Centred Leadership:

A leadership program that really makes a difference. RCL describes and demonstrates a new leadership style for the 21st Century. It is based upon bringing out the very best in people and coaching them to succeed in an environment of respect and trust.

RCL enables the organization and everyone in it to achieve superb results.

The Breakthroughs:

RCL has produced these benefits for hundreds of people over more than 10 years. How does RCL produce results? Here are just a few of the techniques:

- Discover the benefits achieved by using mutual Win:Win agreements.
- Coach people to succeed rather than policing them for failure.
- Learn the power and effectiveness of regularly scheduled one-on-one coaching.
- Bring about specific changes in behaviours and attitudes to produce measurable results.
- Acquire the skills to dramatically enhance your own performance and enhance those skills in others.



“I found the course to be both insightful and immediately applicable to our business needs. We have been able to initiate and move forward on several complex projects that had always stalled after agreement on concept.”

N.C. – Information consultants



Caroline Rowan, Author of Results-Centred Leadership

Caroline Rowan is a leadership coach. She is president of RCLD Learning Resources, a publishing company, and CVR Leadership, a company that specializes in providing Clear Verifiable Results through facilitating organizational development. The focus is on developing strong leaders who will in turn develop the rest of the people within the organization.

Caroline was born and educated in England, graduating with a Bachelor of Science Degree. Her business background, spanning over 30 years, includes working for such organizations as Unilever, Queen's University, Johnson and Johnson, and Warner Lambert.

Major Benefits to the Organization:

- Improved productivity and **results**
- Improved customer/client service
- Enhanced teamwork and co-operation
- Motivated and dedicated people
- People embracing responsibility and being accountable "without prompting"
- Conflict resolution and consensus building

Major Benefits to the Individual:

- Feeling more in control of time
- Reduced stress
- Improved goal-setting
- Enhanced self-image
- The confidence to lead people
- Improved listening skills

Succeed in an environment of respect, trust and fun!

The Format and Features

- Provides step-by-step practice and exercises to reinforce key concepts.
- Written and recorded materials—for easier learning and retention.
- Based on practical experiences for today's business environment.
- Provides for both business and personal applications—providing the opportunity for a more balanced life.

"Being both intense and detailed, the format and materials distinguish the RCL program from other leadership programs I have participated in having a real practical hands on effect."

—G.H., President, Plastics Industry

"Having personally participated in the program, I would strongly recommend the RCL program to any organization that wants to enhance the management skills of its managers."

—BH., President
Aluminium Railing Systems Industry



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