



AIM LEADERSHIP

# Accelerated Growth

We all want accelerated growth. We just don't always want to do the hard work associated with accelerated growth. Amid our fast-paced lives, it is also difficult to find time, invest energy, and focus our attention on this work.

Fortunately, with the right tools and skills, you can unleash your capacity for accelerated growth.

## What Is Accelerated Growth?

Executive coach and consultant Sandra Ellison beautifully reduces accelerated growth to a single, powerful equation:

$$\text{Accelerated Growth} = \text{gH} + (\text{cP} \times \text{fR}) + (\text{pL} \times \text{ecoS})$$



**Genuine Heat**



**Conscious Practice**



**Focused Reflection**



**Public Learning**



**Ecosystem of Support**

**References:** Sandra Ellison (2019). "The Formula for Accelerated Growth: What's Your Growth Quotient?" Ellison Consulting Group.

# How AIM Leadership Supports Accelerated Growth

We translate your outcomes into clear objectives with discrete actions. You set goals, and we work with you to:



Clarify what growth is critical;



Focus you on key priorities (i.e., genuine heat) to help you and your team grow in the fastest, easiest, and most cost-effective way;



Build the conscious practice needed to realize new capabilities and turn new insights into action;



Support “focused reflection” to notice shifts, maximize change, optimize investment, and enhance accountability;



Engage you in public learning (help you foster the humility to embrace learning in all contexts);



Design the ideal learning environment to ensure you continue to grow after our own collaboration ends.

We leverage business psychology to ensure you have the support and insights needed to accelerate your own learning.

# Five Steps to Harness and Sustain Accelerated Growth



## Genuine Heat

### Explanation

- Sometimes it takes a breakdown to have a breakthrough.
- Genuine heat or stress is essential.

### Actions

- Seek heat.
- Pursue new challenges regularly.

### Rate on a scale of 1 - 5

(5 = most extreme heat and is most aligned with the direction you want to grow)



## Focused Reflection

### Explanation

- Stop, step back and assess.
- Invest time in honing your ability to reflect--it is essential and often overlooked.

### Actions

- Take perspective.
- Bring uninterrupted, focused attention to your reflective practice.
- Stop, focus, and think so you learn in the process.
- Hone the ability to look both backwards and forwards.

### Rate on a scale of 1 - 5

(5 = well-established pattern of routine reflections).



## Conscious Practice

### Explanation

- Consciously engage in purposeful practice.

### Actions

- Be mindful.
- Purposefully focus your efforts to be better.
- Intentionally foster a new mindset.

### Rate on a scale of 1 - 5

(5 = 100% effort and clarity in conscious practice).



## Public Learning

### Explanation

- Take risks.
- Fail and fail forward.
- Harness a growth mindset.

### Actions

- Embrace humility.
- Put your ass on the line! Be vulnerable.
- Openly share what you want to learn.
- Name your challenges and define your learning edge.
- Be bi-directional by asking for and returning help.

### Rate on a scale of 1 - 5

(5 = a well-established pattern of public learning rituals).



## Ecosystem of Support

### Explanation

- Accelerated growth is difficult - a great team supporting you at work and home is critical.

### Actions

- Build, expand, and sustain your support network.
- Seek out mentors and mentees who challenge you on a regular basis.
- Create a safe learning environment where you can afford to take risks.
- Seek out real time engagement, accountability, and feedback.
- Give back to your network on a regular basis by expressing your gratitude.

### Rate on a scale of 1 - 5

(5 = an established and sustainable support network that is present for you at work and home).

# Your Pulse Check On Accelerated Growth

	gH	cP	fR	pL	ecoS	Total
Ranking		x		x		$gH + (cP \times fR) + (pL \times ecoS)$
		(cP x fR)		(pL x ecoS)		
Analysis						
> 45	<b>Build upon your successes:</b> You're challenging yourself on a regular basis and have created the conditions to do this consistently and safely. How can you continue to learn and stretch?					
> 30	<b>Solid start:</b> Build on your current momentum. What are your greatest opportunities? What small changes can support your future growth?					
> 15	<b>Slow and steady forward:</b> You have some momentum but are likely lacking at least one key factor that drives accelerated growth. Look at your ratings. Which factor received the lowest rating? What would have to change to raise this factor's rating? Focus on small changes that are already fully in your control.					
< 15	<b>You're not challenging yourself:</b> You're not challenging yourself (seeking out genuine heat), but why? Start by reflecting on what may be holding you back. What fears or obstacles are preventing you from taking on new challenges?					

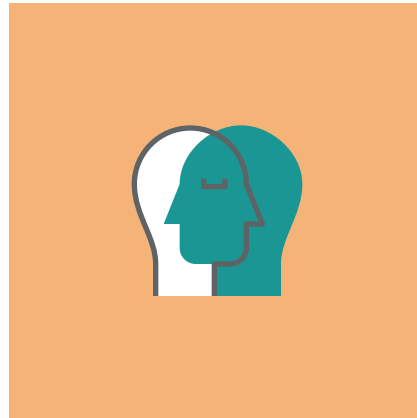
This equation works whether you are trying to learn new skills (horizontal) or to deepen your self- awareness (vertical).

Whether you're engaging in horizontal or vertical learning, three elements are critical:



### **HEAT EXPERIENCES**

Step outside your comfort zone into new challenges that force growth.



### **COLLIDING PERSPECTIVES**

Take in fresh contrasting ideas that expand your thinking.



### **REFLECTION RITUALS**

Build habits and systems to get perspective in a disciplined way.

Discover how AIM Leadership can help you accelerate your growth at [aimleadership.com](https://aimleadership.com)