

AQUILA Global Advisors, LLC



Even successful leaders need assistance™

Program #1 What Successful Managing Partners Do

Aware that managing partners often take on their vital role without a true understanding of what it entails, we interviewed 150 partners and managing partners at a cross-section of accounting, consulting and law firms across Europe and the USA.

The study, *Leadership at its Strongest: What Successful Managing Partners Do*, identifies **four key behaviors** that differentiate outstanding managing partners, providing a model for success in this increasingly complex role:

- 1. Setting direction:** A clear direction around which partners can unite is essential and must be translated into a truly compelling vision with strategies to achieve it. The vision must energize a firm's partners and people and persuade them to play a part in its achievement.
- 2. Gaining commitment:** High performing managing partners engage partners, ensuring that everyone has the chance to share their views and buy into the vision. They sustain commitment by creating a culture of trust and empowerment while remaining visible and accessible.
- 3. Execution:** Momentum is critical. Outstanding managing partners keep partners focused on supporting the agreed direction via focused activities and constant reinforcement of the vision. They appoint the right people to key positions and rapidly share successes across the firm.
- 4. Personal example:** Asking partners to sustain high levels of performance will fall short if the managing partner fails to lead by example. The most successful demonstrate an unswerving commitment to being the best.

As an additional feature to the program, managing partners may elect to participate in a proprietary Managing Partner 360° Feedback Survey¹ which can:

- enhance effectiveness in the Managing Partner role, or accelerate the speed to effectiveness for new and aspiring MPs
- serve as a basis for strengthening relationships with the Executive Team
- be used for building and implementing the firm's strategies and goals
- serve as an input for discussion with trusted advisors, coaches, mentors, etc.

The program can be modified to suit your needs. To get more information regarding availability and pricing on these two programs or other presentations, please contact August Aquila at +1 952-930-1295 or aaquila@aquilaadvisors.com.

¹ There is an additional fee for the survey which the participant pays.