

Built for Leaders Who Expect a Real Return

FORMAT

Blended — In-Person & Virtual

DURATION

12 Months

PROGRAM

REAL™ Results Growth Partnership

BEST FIT

Teams at Any Level

THE APPROACH

More Than a Program. A Partnership Built to Make Growth Last.

Most leadership programs deliver a moment. The REAL™ Results Growth Partnership delivers a shift. Over twelve months, we build the habits, language, and structures that make performance sustainable — not just possible.

We start with an intensive one-day experience that creates immediate alignment. Then we stay. Monthly reinforcement, embedded coaching, and a team that evolves together.

THE FRAMEWORK

Every engagement is built on the REAL™ framework — a four-part system for how high-performing leaders relate, engage, align, and lead.



HOW IT UNFOLDS

Designed for Depth. Built to Last.

1 The REAL™ Results Onboarding Experience

A full-day, experiential session that builds shared language, surfaces team dynamics, and creates the foundation for everything that follows. The starting line — not the finish line.

2 Four Quarterly Concepts — Monthly Sessions

Each quarter introduces a new REAL™ concept, reinforced across three monthly sessions. Experiential, interactive, and grounded in what's actually happening inside your organization.

3 Anchoring Sessions & Ongoing Coaching

Structured check-ins and unlimited real-time coaching ensure the work doesn't stop when the session does.

THE PROGRESSION

From One Day to One Year

STEP ONE

REAL™ Results Onboarding Experience

STEP TWO

REAL™ Results Growth Partnership

THE SUSTAINABILITY PROGRAM

The Infrastructure for Sustainable Growth

60-Minute Monthly Session

Facilitated, experiential sessions — one new concept per month across four quarterly themes.

60-Minute Anchoring Session

Two weeks after every session, a dedicated conversation locks in the learning and surfaces what's emerging.

Unlimited Coaching Support

Unlimited access to The Hollister Group coaches — because growth doesn't wait for the next meeting.

The Hollister Group Mobile App Access

On-demand access to content, tools, and resources so leaders can reinforce concepts at their own pace.

WHY IT WORKS

Skills Take Root Through Practice. They Last Through Accountability.

Single-day programs create awareness. Year-long partnerships create change. The REAL™ Results Growth Partnership works because it meets leaders where they are — and stays long enough for lasting behavior to emerge.

We adjust the programming at every milestone based on what's emerging in your organization. The curriculum is a starting point, not a script. Our facilitators bring deep expertise in organizational dynamics — and the flexibility to go where the growth is.

"I would recommend this program to any organization looking to increase productivity and engagement."

— CFO, CULTURES DIVISION CLIENT

THE OUTCOME

Results You'll Feel Now. Growth Built to Endure.

- Faster, clearer decision-making at every level
- Stronger ownership and accountability across the team
- More direct, productive communication — up, down, and across
- Increased engagement and measurable retention improvements
- A leadership culture that sustains itself beyond the program