

HIGH PERFORMANCE

An HBK Company

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# ASCEND PVD

Leadership Training for Young Accounting Professionals

ASCEND PVD

THE HIGH PERFORMANCE LEADERSHIP SYSTEM

# About Ascend PVD

Ascend PVD gives accounting firms an efficient and sustainable onboarding program to help their young professionals become exceptional leaders by harnessing the power of **Purpose, Vision, and Disciplines**. Through Ascend PVD, each attendee will learn how to clearly define who they are, where they want to go, and how to get where they want to go as a young professional.

## More on Purpose, Vision and Disciplines (PVD):

**Purpose** – We guide participants through the process of clearly identifying, defining, and articulating their individual purpose, as well as the power of living with and from a purpose.

**Vision** – We're not talking about vision statements, which are well intentioned, but often have little practical application. We are talking about a clearly defined personal vision: where they want to go in their careers, what they want to achieve, what skills/abilities they want to develop, and how they want their life to impact others.

**Disciplines** – This is how professionals reach their vision. Ascend PVD helps them understand how to set goals and the role of intentionality in productivity and success. We show them why systems matter and how attending to small details can lead to big outcomes.

## Upon completing Ascend PVD, participants will understand:

- > Leadership principles
- > Decision making
- > Crisis management
- > Goal setting
- > Emotional intelligence
- > Traits of effective leaders
- > How to affect organizational culture in a positive way
- > Work / life balance
- > The power of intentionality
- > Clear and effective communication



\$1,500



Quarterly



3 hours per session –  
12 hours total,  
entirely online



Weekly follow-up/  
assignments

## High Performance: An HBK Company

Over the seven decades HBK has provided financial management and business advisory services to owner-operator-entrepreneurs, we have recognized that the best performing companies have strong leadership and a organizational culture that involves empowering employees to achieve the company mission. In 2019, HBK developed High Performance to help our entrepreneurial clients improve their leadership skills and foster organizational cultural values en route to improved company performance.

# This Program is for:

- > **Young accounting professionals who want to accelerate their careers to become leaders in their organizations and industry.**

**Ascend PVD** is designed to help young accountants develop critical skills that can benefit their firms and their personal careers as well. As a Top 50 accounting firm, we understand the value of leadership training for our young accounting colleagues and years ago developed Ascend PVD to address this need.

## **Ascend PVD will help young accountants:**

- > Understand exactly what is expected of them as a professional.
- > Identify, define, and articulate individual purpose and vision and why they are deeply linked to performance and their role at your organization.
- > Develop communication skills that elevate them above their peers.
- > Become leaders that others want to follow.
- > Understand the critical link between personal and organizational purpose.
- > Understand extrinsic and intrinsic motivators that drive their behavior.
- > Create 12-month and quarterly action plans.



## ASCEND PVD

# Program Syllabus

The Ascend PVD program is offered in group settings and scheduled quarterly, online, two hours per session, for a total of eight hours. Participants will receive weekly communication from HP's Michael B. Ross and provided access to reach out directly to the staff of HP with questions along the way. Upon completing the program, each participant will receive an Ascend PVD Certificate and gift.

### Quarterly Online Sessions

#### Q1

##### Introduction to ASCEND PVD and Purpose

1. Defining individual purpose
2. Traits of influential leaders
3. Emotional intelligence

We guide participants through the process of clearly identifying, defining, and articulating their individual purpose. They learn to understand the power of living with and from a purpose, and how purpose drives their decisions and behaviors. And we help participants understand the powerful connection between personal and organizational purpose.

#### Session 1

#### Q2

##### Review Purpose and Begin Vision

1. Creating a clear and meaningful vision
2. Decisionmaking
3. Crisis management

Participants will develop clearly defined personal vision. Specifically, where they want to go in their careers, what they want to achieve, what skills/abilities they want to develop, and how they want their life to impact others. We help participants define and communicate a clear and meaningful vision that provides long-term motivation, focus, and an immediate path forward.

#### Session 2

#### Q3

##### Review Vision and Begin Disciplines

1. Goal setting
2. Communication effectiveness
3. Understanding intentionality

Once a young leader knows why they exist and where they want to go, it's time to look at how they're going to reach their vision. Ascend PVD helps them understand how to set goals and the role of intentionality in productivity and success. We show them why systems matter and how attending to small details can lead to big outcomes.

#### Session 3

#### Q4

##### Putting It All Together

1. Work/life balance
2. Positively affecting culture
3. Establishing personal systems for success
4. Making a difference

The true power of Ascend PVD ignites when participants understand how Purpose, Vision, and Disciplines work together, both personally and professionally. Purpose drives Vision, Vision drives Disciplines, and Disciplines drive success! With the foundation in place, participants are now equipped to accelerate their careers and become leaders.

#### Session 4

# Introducing Your Instructor

**HBK Principal and Director of HBK High Performance** Michael Ross helps companies become more productive and profitable by creating better cultures. He has worked with hundreds of business owners and executives, from large corporations to small businesses, helping them become more effective leaders who inspire their employees and grow their revenues. His dynamic leadership programs have reshaped companies, from stagnation and paralysis to highly competitive and successful organizations. Organizations that engage Michael and his dynamic leadership programs become leaders in their fields.

As a college athlete, then during his service with the United States Navy, Michael learned that intentional actions combined with strategic disciplines can create exceptional outcomes. He witnessed firsthand the power of unified teams and quality leadership. In building his firm and programs, he has parlayed his experience, education, and a rare skill to help leaders clarify their vision and effect real behavioral change in their organizations. His Dynamic Leadership programs train executives to be leaders, to grow their businesses by creating and fostering a culture that puts employees in a position of strength and power operating with the knowledge that they are contributing to a cause greater than themselves.



**Michael B. Ross** MSOL, MSPM, CBC  
PRINCIPAL, HIGH PERFORMANCE

**“Exceptional leaders have clear purpose and vision for their organizations. They are intentional in their decisions and actions. And in the face of adversity, they never waver from their mission. They lead.”**

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HIGH PERFORMANCE JUMPSTART COURSES

**01 LEADING FORWARD**

**02 BUILDING A POWERFUL CULTURE**

**03 LEADERSHIP THAT INSPIRES**

**Register Now.**

**330-758-8613**

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