



Timothy Dean Smith

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Incorrect leader selection distresses your people and increases your operating costs. Sixty percent of first-time leaders fail. I prevent this failure with my [First-Time Leaders AcceleratedSM Lab](#). Leading people is not just another responsibility; it's the most important responsibility in the world. Leadership is not theory; it is felt. I assess and accelerate the transformation and transition of the [right people](#) to lead people.

What I learned over four decades, I condensed and teach you in hours, so you and others benefit for a lifetime. My experience and leadership wisdom help you avoid the mistakes causing sixty percent of first-time leaders to fail. This is preparation for real leader moments, the conversations, decisions, and pressures that define you and your culture.

Better Selection → Better Training → Better Leaders → Better Culture

First-Time Leaders AcceleratedSM Lab / Coaching

This full-day lab is a comprehensive experience designed specifically to prepare first-time leaders for their transformation and transition from individual performer to people-centered leader. This Lab reinforces practical behavior and skills improvement, teaching people to think like leaders, communicate and lead effectively. This Lab is one of the few leader training experiences that provides measurable evidence of leader improvement, not simply participation. To ensure depth of learning and real behavior and skills improvement, Labs are limited to 15 leaders. This protects transformation quality. Some of the knowledge and skills leaders will learn:

Communication & Emotional Intelligence

- Three phases of Communication, for clarity, consistency, and connection
- Emotional Intelligence, to better understand yourself and others
- How to navigate difficult conversations with confidence instead of avoidance

Building Trust, Relationships & Team Performance

- How to build trust and psychological safety, ensuring engagement
- How to strengthen relationships and improve team morale
- How to improve your daily culture experience

First-Time Leader Transformation & Transition

- How to move from doing the work to leading those who do the work
- How to lead former peers with confidence and credibility
- How to avoid the most common first-time leader mistakes

Think and Perform Like a People-Centered Leader

- The difference between Leader KPIs and Digital KPIs and why it matters
- Experience what it feels like to lead people, not manage tasks
- How to trigger [Contagious Performance ImprovementSM](#)

[Schedule](#) our "get to know each other" conversation, to discuss your leader challenges.

Testimonials



"I first met Tim over conversation and had the opportunity to work with him recently with family members on communication and emotional intelligence in professional application. We were very satisfied with his mentoring skills and enthusiasm. He made a big difference. Thanks Tim!" **George S., Global Instructor**

"Tim's passion for coaching and commitment to performance improvement is exactly what we needed. In a few short months, the team began setting monthly revenue records." **W. Michael S., Vice President, Finance**

"I have had numerous opportunities to work with Tim both during our years together at IBM and for several years while providing performance improvement and cost reduction solutions in the manufacturing, healthcare, facilities management and other service industries. Tim is well versed in a broad range of organizational improvement principles and the effective use of problem-solving tools and techniques. His base of knowledge, customer focused approach and personal integrity makes him fully qualified to assist any client in their quest for organizational excellence." **Art J., Quality Systems & Procedures Analyst**

"Tim nailed it! In one presentation, he gave valuable tips that will change the way I communicate from now on!" **Ginny T., Senior Business Advisor**



"I went to the workshop on "Communication" that Tim presented on 09/11/2018. Tim's content was right on and he did a great job keeping our attention throughout. Now we have to practice what he taught." **Ken, A., Owner**

"Tim, you did a great job at our recent management conference. We all need to be reminded of the things that create a working environment where people feel valued and your presentation did that. I know our staff will reflect on the presentation and improve communications." **Ed S., Vice President of Human Resources**



"Tim provided valuable insight and tips in his customized presentation, which was delivered with enthusiasm and conviction. The audience feedback was all positive with regard to the knowledge he shared, the examples he cited and the key points of learning he summarized for us. Everyone walked away with something they could apply in their personal and professional lives and the materials he provided to the group were valuable reminders of his presentation." **Doug H., HR Manager**

"Thank you for doing such a great job training our staff on performance improvement today. I really appreciate how you truly listened to what we needed to cover and did an excellent job delivering the material." **Debra M., Vice President**

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