



CATCH & RELEASE©

*“HIRING, BUILDING AND EMPOWERING TROPHY LEADERS”*

dr. stephen r. graves

#### Go Fish

“Every organization is standing knee deep in a stream with existing or emerging trophy leaders swimming all around them.”

#### Catching is Only Half the Equation

“We can catch em and string em, catch em and fry em, catch em and mount em or catch em and release em.”

#### It Doesn't Come Natural

“Releasing people, after you have caught and trained them is counter intuitive and runs against the current of a leader's natural reflex.”

#### Perpetual Competitive Advantage

“Unleashing people will eventually transform any organization into a stronger more effective and competitive environment. Either you believe and practice that or you don't. There is no middle ground!”

#### No Mass Production Allowed

“Building a noteworthy leader rarely happens in mass assembly but instead requires life on life touch-points.”

#### Mystery Meets Intention

“Remarkable people development usually happens as random mystery meets deliberate design.”

#### Holding On *and* Letting Go

“A leader builder must successfully toggle between holding on too long and letting go too quick.”

#### The Secret Sauce

“A pinch of 'best practice' blended with a handful of 'invented here' is the perfect concoction to for sustaining leader development.”

#### Brace Yourself For a *Twister*

“Catching and Releasing people always runs the risk of disappointment, surprises and failures.”

#### What goes Around... Comes Around

“Catch and Release companies develop a strong reputation that attracts big fish with big dreams.”

## *A Proven Model*

### *Recruiting*

The ability to successfully enlist someone to enthusiastically join and remain on your team.

### *Resourcing*

Matching the right tools and the right opportunity to the right person for authentic personal growth and measurable organizational success.

### *Inspiring on purpose*

Moving people forward by igniting inner satisfaction and motivation.

### *Mentoring on purpose*

Transferring the necessary intelligence, character and skill from one person to another.

### *Monitoring on purpose*

Bringing accountability into the growth journey without destroying the spirit to improve.

### *Releasing*

The act of the student becoming the teacher.