

# Accelerated Growth

We all want accelerated growth. We just don't always want to do the hard work associated with accelerated growth. Amid our fast-paced lives, it is also difficult to find time, invest energy, and focus our attention on this work.

Fortunately, with the right tools and skills, you can unleash your capacity for accelerated growth.

## What is Accelerated Growth?

Executive coach and consultant Sandra Ellison beautifully reduces accelerated growth to a single, powerful equation:

$$\text{Accelerated Growth} = gH + (cP \times fR) + (pL \times ecoS)$$



**Genuine Heat**



**Conscious Practice**



**Focused Reflection**



**Public Learning**



**Ecosystem of Support**

**Genuine Heat: What new skills or capabilities do you need to acquire?**

**Conscious Practice: How will you put focused attention on developing these?**

**Focused Reflection: How can you intentionally observe and improve as you practice?**

**Public Learning: How can you put yourself out there to grow?**

**Ecosystem of Support: Who is essential to being your best?**

References: Sandra Ellison (2019). "The Formula for Accelerated Growth: What's Your Growth Quotient?" Ellison Consulting Group.

# Five Steps to Harness and Sustain Accelerated Growth



## Genuine Heat

### Explanation

Sometimes it takes a breakdown to have a breakthrough. Genuine heat or stress is essential.

### Actions

Seek heat.  
Pursue new challenges regularly.

### Rate on a scale of 1 - 5

(5 = most extreme heat and is most aligned with the direction you want to grow).



## Focused Reflection

### Explanation

Stop, step back, and assess. Invest time in honing your ability to reflect - it is essential and often overlooked.

### Actions

Take perspective.  
Bring uninterrupted, focused attention to your reflective practice.  
Stop, focus, and think so you learn in the process.  
Hone the ability to look both backward and forward.

### Rate on a scale of 1 - 5

(5 = well-established pattern of routine reflections).



## Conscious Practice

### Explanation

Consciously engage in purposeful practice.

### Actions

Be mindful.  
Purposefully focus your efforts to be better.  
Intentionally foster a new mindset.

### Rate on a scale of 1 - 5

(5 = 100% effort and clarity in conscious practice).



## Public Learning

### Explanation

Take risks.  
Fail and fail forward.  
Harness a growth mindset.

### Actions

Embrace humility.  
Put your ass on the line!

Be vulnerable.

Openly share what you want to learn.  
Name your challenges and define your learning edge.  
Be bi-directional by asking for and returning help.

### Rate on a scale of 1 - 5

(5 = a well-established pattern of public learning rituals).



## Ecosystem of Support

### Explanation

Accelerated growth is difficult - a great team supporting you at work and at home is critical.

### Actions

Build, expand, and sustain your support network.  
Seek out mentors and mentees who challenge you on a regular basis.  
Create a safe learning environment where you can afford to take risks.  
Seek out real time engagement, accountability, and feedback.  
Give back to your network on a regular basis by expressing your gratitude.

### Rate on a scale of 1 - 5

(5 = an established and sustainable support network that is present for you at work and at home).

# Your Pulse Check on Accelerated Growth

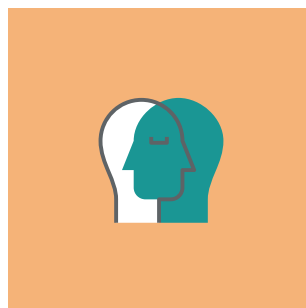
	gH	cP	fR	pL	ecoS	Total
Ranking		_____ x _____		_____ x _____		$gH + (cP \times fR) + (pL \times ecoS)$
		(cP x fR)		(pL x ecoS)		
>45	<b>Build upon your successes:</b> You are challenging yourself regularly and have created the conditions to do this consistently and safely. How can you continue to learn and stretch?					
>30	<b>Solid start:</b> Build on your current momentum. What are your greatest opportunities? What small changes can support your future growth?					
>15	<b>Slow and steady forward:</b> You have some momentum but are likely lacking at least one key factor that drives accelerated growth. Look at your ratings. Which factor received the lowest rating? What would have to change to raise this factor's rating? Focus on small changes that are already fully in your control.					
<15	<b>You are not challenging yourself:</b> You're not challenging yourself (seeking out genuine heat), but why? Start by reflecting on what may be holding you back. What fears or obstacles are preventing you from taking on new challenges? This equation works whether you are trying to learn new skills (horizontal) or to deepen your self-awareness (vertical).					

Whether you're engaging in horizontal or vertical learning, three elements are critical:



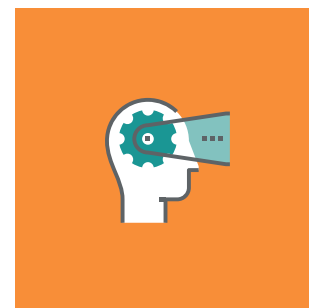
## HEAT EXPERIENCES

Step outside your [comfort zone](#) into new challenges that force growth.



## COLLIDING PERSPECTIVES

Take in fresh contrasting ideas that expand your thinking.



## REFLECTION RITUALS

Build habits and systems to get perspective in a disciplined way.

# How AIM Leadership Supports Accelerated Growth

We translate your outcomes into clear objectives with discrete actions. You set the goals, and we work with you to:



Clarify what growth is critical;



Focus you on key priorities (i.e., genuine heat) to help you and your team grow in the fastest, easiest, and most cost-effective way;



Build the conscious practice needed to realize new capabilities and turn new insights into action;



Support focused reflection to notice shifts, maximize change, optimize investment, and enhance accountability;



Engage you in public learning (help you foster the humility to embrace learning in all contexts);



Design the ideal learning environment to ensure you continue to grow after our collaboration ends.

We leverage business psychology to ensure you have the support and insights needed to accelerate your own learning.



## Awareness

- Identify key areas you want to grow. (Be specific on the what and why.)
- Observe past goals: what is and is not working?
- Where have you practiced reflection: what works/doesn't work?
- What is your ideal public accountability?
- What is your ideal ecosystem of support?

## Activation

- Identify 2-3 areas for genuine heat: preplan what/where you intend to have conscious practice. What are you going to do: when, why, and how?
- Timeblock space for focused reflection and log insights.
- Who is best positioned to create accountability and support?

## Agility Building

- Celebrate growth and continue to focus forward on new areas for genuine heat.
- Stack your wins: notice what is working and amplify.
- Bring this model outside work to relationships, hobbies, and fitness goals.
- Diversify....

## Accountability

- Trace where and how you are getting traction: What can you do more of?
- Invest time in catching people doing things right. Recognize them: Who, What, When, and the impact.
- Engage others in how positive psychology has benefited you.
- Create a log benefiting the benefits: it will deepen your understanding and engage you daily.

## Integration/Acceleration

- Notice how Accelerating Growth becomes a mindset and way of operating. What supports and sustains you in your growth?
- Amplify the benefits of Accelerating Growth to expand your ripple and inspire others.
- Invest time regularly to celebrate success and identify new heat opportunities.

Accelerated growth can be made easier and more accessible by leveraging this actionable formula.

Small, consistent practice over time creates mass momentum.