



Timothy Dean Smith

First-Time Leader Accelerator | Coach | Podcast Host

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Are you prepared to lead people?



Incorrect leader selection is expensive, monetarily and emotionally. Sixty percent of first-time leaders fail. The good news is it's preventable, and I know how. Leading people isn't just another responsibility; it's the most important responsibility in the world. Leadership isn't theory; it's felt. I assess and accelerate the transformation and transition of the right people to lead people.

Better Selection → Better Leaders → Better Culture

What I learned over four decades, I've 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. Because leading people isn't just another responsibility; it's the most important responsibility in the world. This isn't theory. This is preparation for real leader moments, the conversations, decisions, and pressures that define you and your culture.

First-Time Leaders AcceleratedSM Lab / Coaching

This full-day lab is a comprehensive, high-impact leader transformation experience that ensures first-time leaders successfully transition from peer to confident, people-centered leaders. Leaders gain practical skills, real-world coaching, and lasting behavior improvement to lead people for the long haul. Leaders will learn the following skills:

Communication & Emotional Intelligence (Top 2 People Skills)

- The 3 phases of Communication, for clarity, consistency, and connection.
- The 2 perspectives of Emotional Intelligence, to better understand yourself and others
- Simple yet powerful techniques to counteract the Communication Paradox
- Communicate clearly and consistently in everyday life moments
- Navigate difficult conversations with confidence and composure

Building Trust, Relationships & Team Performance

- Build trust and psychological safety, driving engagement and accountability
- Strengthen relationships and morale using demonstrated leader behaviors
- Oversee the 3 essential leader KPIs (feelings) required for leading people
- Improve your leader and culture experiences daily

First-Time Leader Transformation (Peer → Leader)

- Conquer the critical mindset shift from Me to We
- Lead your former peers with confidence and credibility
- Build credibility faster in your new leader role
- Avoid the most common first-time leader mistakes

Think and Perform Like a People-Centered Leader

- Understand the difference between Leader KPIs and Digital KPIs and why it matters
- Experience what it feels like to lead people, not manage tasks
- Align your ability to trigger inspiration, and performance and culture experience improvement

[Reserve Your Seat](#)

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**

Schedule our "get to know each other" conversation, to discuss your leader challenges.