



Leadership and Management Development Series High Performance Leadership

Summary

In today's rapidly changing environment, solving problems, making decisions and leading others can be especially challenging. It is essential to assess your leadership strengths, improve upon any weaknesses and understand how to motivate others to higher levels of performance. In this seven-part workshop, you will identify your leadership style, learn how to set goals and communicate more productively and work with others organization-wide to effect positive change while improving performance.

Who Should Attend

Senior, middle and front line managers who are new to their leadership positions, as well as those with many years of experience.

Workshop Objectives

Participating in the workshop will empower you and your managers to work with your employees, colleagues and senior management team more confidently and effectively. Each unit is designed to help participants bridge what they have learned in the workshop and the "real world" application of their newly-acquired skills and knowledge back in the workplace. Workshop participants will gain valuable insights, including how to:

- Meet your leadership challenges and responsibilities more effectively
- Set goals, remove obstacles, and identify alternative solutions to challenges
- Communicate more productively with individuals and groups, and across the organization
- Lead work teams more successfully
- Provide feedback that promotes learning and positive change
- Apply change management tools and techniques more effectively
- Use influence skills wisely
- Apply problem solving and decision-making guidelines for better results

Structure

The workshop is structured in seven modules, which can be delivered as full or half day sessions, over the course of two to three days, or custom designed with additional leadership topics to meet your specific needs. The seven sessions include:

Module 1: **Leadership and Management: Responsibilities and Challenges**

What Are You Responsible For?
What Is My Leadership Style?
How Do You Find More Time?

Module 2: **Communication: Making a Difference**

How Well Are You Communicating?
How Do You Create The Ideal Reality?

Module 3: **Achieving Peak Performance**

Can You Really Motivate Others?



How Helpful Is Your Performance Feedback To Others?

Module 4: **Leading Across the Organization**

How Are We Connected To Others In The Organization?

How Does Our Work Impact Others?

How Can We Improve The Way We Work Across The Organization?

Module 5: **Leading Individuals and Groups**

Built To Succeed – What Makes A Team Successful?

What Is The Manager's Role?

How Do You Create An "A" Team?

Module 6: **Organizational Effectiveness**

Assess 10 Factors That Will Help You Improve Individual & Team Performance

How Hard Is It To Make A Decision?

Module 7: **Leading Change**

What Are The "Best Practices" To Use When It Is Time To Implement Change?

How Do You Reduce Resistance To Change And Get People On Board?