

COURSE DESCRIPTION

The most important role in running a successful business is helping employees perform at their highest level. The individuals who have the most impact on achieving high levels of performance and driving performance throughout the organization, are your Leaders and Managers.

The **FOCUSED Leadership development** Program provides all levels of Management with the appropriate skills needed to effectively implement leadership principles that impact “leading self” and “leading others.”

This program includes 20 modules, facilitated in a highly participative format. Between modules, participants reinforce the learning with observation and practice of the leadership principles discussed.

We tailor each program to meet the unique needs of each client to develop new and enhanced skills and behaviors of its leaders.

LEARNING OBJECTIVES

After completing the program, participants will be able to:

- Differentiate between Leadership and Management and the value of having a Leadership Vision for their team.
- Harness the often-overlooked value of getting employees involved in decisions that affect their work.
- Increase awareness around personality styles and how they can benefit leadership effectiveness.
- Demonstrate transparency, authenticity, and ethics-based leadership.
- Set and reinforce expectations within the department, division and organization.
- Provide more effective feedback, recognition, and rewards to have a more lasting and positive impact on employee performance.
- Promptly address negative behaviors, entitlement attitudes and difficult people, and manage more productive relationships.
- Improve accountability and communication skills.

- Distinguish the different categories of change, why people resist change and how to better manage change.
- Lead more effective meetings.
- Handle workplace conflict more effectively.
- Use techniques to develop the skills of their team.

DURATION

Each **FOCUSED Leadership development** module runs approximately 90 minutes. Modules can be combined and facilitated monthly over 12 months, 4 months, or concentrated into a three-day program. We can tailor the frequency of delivery to meet your company’s requirements.

One-on-one and small group mentoring and coaching is available to continue and sustain the learning.

TARGET AUDIENCE

The **FOCUSED Leadership development** Program is recommended for executive management leaders through front-line supervisors. When all levels of management participate, it provides a more common vocabulary and approach across the organization.

GROUP SIZE

We facilitate **FOCUSED Leadership development** in groups starting at 5 to as many as 20 participants.

KEY OUTCOMES

- Increased leadership effectiveness.
- Increased organizational effectiveness.
- Increased employee engagement.
- Increased accountability for attaining goals.

WHAT CLIENTS ARE SAYING

“The FOCUSED Leadership Development program is challenging all of our managers to examine what kind of leader they are and more importantly is expanding their skills and “tool box” of techniques to grow to be the kind of leader others admire.

- Jody Wagner, CEO, Prospectus Berco