

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 managers and supervisors.

FOCUSED Leadership development provides all levels of management with the tools, skills and practices needed to effectively implement leadership principles that impact “leading self” and “leading others.”

This course is available **ONLINE** or **IN-PERSON**, and includes 20 modules, facilitated in highly interactive forums. Between forums, participants are encouraged to practice and reinforce the learning using their observations, and established activities resulting from the leadership principles discussed.

FOCUSED Leadership development meets the needs of each unique group as the participants continue to develop, hone and enhance new skills, styles, attitudes and behaviors.

LEARNING OBJECTIVES

At the conclusion of the program, participants will have gained skills, tools and confidence in the topics chosen, that will enable them to –

- Differentiate between leadership and management and the value of a leadership vision for their team.
- Improve accountability and communication skills.
- Harness the often-overlooked value of employee involvement in decisions that affect their work.
- Increase awareness around personality styles and how they can benefit leadership effectiveness.
- Practice transparency, authenticity, and ethics-based leadership.
- Set and reinforce expectations with the people they lead.
- 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.
- Distinguish the different aspects 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 of the 20 **FOCUSED Leadership development** modules runs approximately 90 minutes. Modules can be combined and facilitated monthly, bi-weekly, or concentrated into several half-day, full-day or three-day programs. We tailor the frequency of delivery to meet your company’s requirements.

One-on-one and small group mentoring and coaching is available to support continued and sustained learning.

PARTICIPANTS

FOCUSED Leadership development is recommended for executive management leaders through front-line supervisors. Each group can consist of participants from multiple industries in non-competing companies; or participants from various levels of leadership within the same organization.

GROUP SIZES

Group sizes vary from 6 participants in both the ONLINE and IN-PERSON options, up to 30 participants in the IN-PERSON option.

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

The Focused Leadership Development Program appears to have been a great success. . . We followed our leadership training with a 2-day planning & marketing meeting. I believe the leadership training improved communication significantly during the following meeting. Very importantly the training seemed to knock down some walls that had been in place for several years.

- John Harris, President, Kitty Hawk Kites