



TITLE

CREATE A CULTURE OF PERFORMANCE AND ACCOUNTABILITY IN YOUR ORGANIZATION

One Sentence Description

Leadership development training that improves performance and accountability by equipping participants with tools, models and exercises for immediate use.

Course Description

Grow into a decisive leader using the practical skills that will transform your current methods of management, employee engagement, and productivity and performance oversight. Unlike traditional management methods, this workshop provides supervisors and managers the advanced skills needed to truly succeed in effectively managing and developing employees.

Through class interaction and group exercises, participants will learn the importance of creating a culture that demands excellence and productivity. You will learn powerful processes and techniques used to develop, mentor and coach employees to unleash the human potential of each individual and the organization as a whole. Participants will learn proven strategies to increase influence, conquer performance issues, and increase accountability. Attendees learn how to develop operating mechanisms and processes through hands-on exercises, so they gain the skills needed to create and sustain a culture of performance while in class.

This workshop addresses real world situations and approaches concepts from a perspective that makes implementation practical even with the most challenging personality/performance landscape. This training will pull back and remove constraints and empower people to maximize potential in relationships, profits and purpose.

Who Should Attend

Senior Leaders, Managers, Supervisors and Aspiring Leaders

Learning Objectives

Through training, participants will learn the following:

- Stronger Relationships
- Increased Trust and Safety
- Higher Levels of Communication Feedback as a welcome growth behavior
- Cohesive Teams
- Increased Self-Awareness
- Accountability
- Increased Awareness of Others
- Situational Awareness
- Capacity Building

Course Outline

- Preparing for Change
- Managing and resolving team conflict
- Gaining Alignment and Resolving
- Improving your thinking and behaviors
- Effective Communication and Launching New Teams
- Methods for improving organizational leadership
- Strategies for creating Organizational growth
- Tools for leadership growth and strategic planning
- Personal Development Plans
- Launching True Leaders from All Roles

Prerequisites

None

Event Details

24 hours

This course can be delivered in-person and online

Course Materials

This course includes a training manual

Course Content

This course is delivered using the Transformational Leadership framework.

WHAT YOU CAN EXPECT from this course:

This course provides you with strategies to handle the formidable challenges associated with moving into new and increasingly more complex leadership roles. You will gain a better understanding of your own approach to leadership and acquire new tools to optimize and sustain your potential.

You will leave the program with fresh perspectives and a tangible action plan for taking charge and inspiring leadership throughout your organization. Specifically, you will be better prepared to:

- Understand, recognize, and foster the leadership qualities that will help you manage process and lead people, rather than manage people.
 - Stay on the fast track, while dealing with new responsibilities and operating contexts
 - Build powerful relationships to achieve both professional and personal goals
 - Gain consensus and resolve conflict quicker
 - Receive—and deliver—feedback that empowers
 - Lead effectively from anywhere in the organization
 - Swift problem solving and a common cultural language that allows for trust and dependability to emerge
- Create opportunities for addressing high demands personally and professionally
Spot and develop high-potential leaders within the organization

Transformational Leadership is a unique proprietary system of developing a common culture that removes constraints, drives unity, and empowers individual role clarity and leadership. The most unique and consistent outcomes are swift problem solving and a common cultural language that allows for trust and dependability to emerge in teams while delivering demanding objectives. We pull back and remove constraints and empower people to maximize potential, relationships, profits and purpose.

Course Syllabus Synopsis – Content is delivered with the use of discussion, exercises, stories and Leadership Labs

- **Introduction of Transformational Leadership** - Navigating Change
 - 4 Levels of Change and the 9 Dynamics of Change
- **Setting the Foundation**
 - Relational – How we show up, Social Covenant – Setting expectations on how to treat one another, 6-Step Apology – Tool for restoring and repairing relationships, How to approach others – Pre-determination on ways we would interact with those individuals we have had a challenge with.
- **Looking at ourselves**
 - Self Awareness / Developing understanding around how we show up / interact /interpret others and situations
 - How we learn, Hippocampus, Thinking Model – Developing the use of Changing Thoughts, Feelings and Actions, Core Beliefs – how they impact us and those interpretations. Anger, Feedback, Self-Identity charts, Self-Handicapping Statements, Personal Responsibility, Steps for personal growth
- **Building Communication**
 - Bridge of Transformation, First impressions, Communication Models, SLOWER Listening, email and text communication
- **Organizational Leadership**
 - How to handle upset people, WADEL – a meeting interaction tool, Leadership defined, and VSTTEELE – a capacity building tool. Organizational Models, inner core, 5 Stages of team development, Leadership at a glance
- **Organizational Growth**
 - How to develop - High Performing Teams, How to bring about discipline, Constraint theory – a singular process that everyone learns to identify and remove personal and process constraints that keep us from being healthy, productive and profitable.
- **Moving Forward**
- VPMOSA, Gas Tank, Bumper Buddies
- **Your Action Plan**
 - VPMOSA / Review, Next Steps