



TITLE

Transformational Leadership Virtual Training

Course Description

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

This Cohort style training meets weekly for 8 weeks using Transformational Leadership training.

Participants will also enjoy access to the TL On Demand video training system. Through videos, class interaction and group exercises, participants will learn the importance of creating a culture that demands excellence and productivity. Using strategies, methods and tools of the Transformational Leadership system, you will learn powerful processes and techniques used to develop, mentor and coach employees to unleash the potential of each individual and the organization as a whole.

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

This course is designed for executives, senior leaders, managers and teams.

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
- Role Clarity
- Capacity Building

Course Outline Includes

- 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

Subtopic 1:	Preparing for Change
Time Allotted:	2 hours
Description:	In this module we lay out the 4 levels of change and the 9 dynamics of change and lay a foundation that allows a team to strategically leverage the change to actually be manageable and for some teams even dare we say fun.
Subtopic 2:	Gaining Alignment and Resolving Conflict
Time Allotted:	2 hours
Description:	Have you ever struggled with getting all your employees on the same page, marching in the same direction? We will unpack the obstacles to unity and demonstrate a clear preplanned path to get there with the whole team. The TL tool kit for conflict resolution and team agreements will prepare your team in advance for a systematic way of earning trust and knocking out conflict and gossip.
Subtopic 3:	Exploration of Personal Leadership
Time Allotted:	2 hours
Description:	The module examines how we as individuals learn and how our brain processes information based on our unique history. We demonstrate how to create an environment to teach train and equip your teams to manage and take responsibility for their own thoughts, feelings and behaviors in order to have personal and organizational leadership growth.
Subtopic 4:	Effective Communication and Launching New Teams
Time Allotted:	2 hours
Description:	Have you ever wondered why from the first meeting you have not connected with a key leader and can't seem to ever find common ground? Learning how our body language and facial expressions can impact our communication will potentially change the way you choose to speak or listen with key constituents. This module dives deep into 11 simple techniques that launch strong teams and clear honest communication.
Subtopic 5:	Consensus Driven Leadership
Time Allotted:	2 hours
Description:	We want to explore what we feel are the most basic tools any employee can demonstrate if they have influence over just one person. This module will equip organizations with a few simple tools that launch everyone into leading from their lane. We explore aspects of standard customer service, driving an effective meeting and how to handle angry people effectively both personally and for the organization.

	We take away the complications of leadership and teach how to launch a whole organization of leaders from all positions.
Subtopic 6:	Organizational Development for Growth
Time Allotted:	2 hours
Description:	This module will explore the TL approach to organization development which takes input from the top and across the organization to gain consensus. It involves everyone leading and owning their specific part of the vision. Knowing what ingredients and tools are needed at each stage of growth will help you measure and improve. The Continuous Improvement organizational design will help you accomplish this in your organization.
Subtopic 7:	Launching True Leaders from All Roles
Time Allotted:	2 hours
Description:	This module will explore constraint theory. We'll examine the types of constraints that impact leadership initiatives we seek to implement within teams and throughout the organization. We'll review strategies and methods to remove constraints to enhance the organization's ability to adopt a continuous improvement mindset in its teams and processes.
Subtopic 8:	Moving Forward
Time Allotted:	2 hours
Description:	This module will explore clear long-term planning, accountability with peers, and peace with a certain level of transparency to become a great personal leader. Have you ever wondered how you can create a culture where leadership is evenly felt in an organization? Where all decisions are not pending from the executive team but where all roles are empowered to initiate change and lead from personal example. Individuals taking ownership of their own mission vision and purpose and then creating a clear plan to achieve this is monumental. We explore how your personal private objectives can tie to the organization. We empower teams to take personal responsibility for becoming the leader they desire to be personally.

Prerequisites

There are no pre-requisites for this course.

Course Format

16-24 hours

Instructional Methods: Facilitated virtual learning. Participants will also expedite their learning with TL On Demand videos.