

# Leveraging Your Leadership Program Summary



Recommended as the follow-up to *From Laboratory to Leadership*, this program takes your experienced managers to the next level by taking a deep dive into visioning and influence skills, thinking strategically, inspiring creativity, creating a culture shift, decision making, problem solving, and leading in a matrix team structure. Participants will come away with core leadership skills to drive strategic results for your company.

- 1. My Leadership Plan:** Creating a plan, whether it be for a company, team or individual project is a crucial leadership skill. Studies have shown that those who create and use a written leadership development plan are far more successful than those who don't. The launching point for this program is the development of personal leadership plans. Throughout the program, participants will fine-tune their plan to ensure meaningful and long-term leadership success.
- 2. Emotional Intelligence:** There is nothing more powerful than learning if your actual behaviors align with your perceptions and building strong emotional intelligence. Leaders with a strong mixture of self-awareness, self-management, social skills, and relationship management navigate relationships more effectively and are more likely to be successful in their personal and professional lives. Working with the TalentSmart inventory, participants will explore the concept and skills associated with strong emotional intelligence.
- 3. Strategic Thinking:** As individuals move from thinking like a manager to thinking like a leader, strategic thinking becomes a vital skill. Considering the larger picture enables leaders to make decisions to address immediate needs while also achieving long-term success. Participants will learn how to drive from traditional tactical thinking to strategic thinking, dramatically impacting their organization's success. Participants will also practice effective strategies and approaches using industry-specific situations.
- 4. Boosting Employee Performance:** Many factors influence the success of any company: its competitive environment, the quality of its science or technology, its name recognition. One factor, however, stands above all of them: the people who work there. The Profile of Leadership Opportunities Inventory offers participants insights into where to focus efforts to improve employee attitudes, how to build enthusiasm, unleash initiative, and achieve challenging goals. Finally, participants will discuss ways to take their learnings back to their teams for validation and planning.
- 5. Establishing Credibility:** Leadership credibility is critical, especially in a fast-paced and highly intellectual workplace. Credibility as a leader allows other's to view the leader as a reliable resource for information and decision making. Building credibility and establishing trusting relationships also will enable leaders to more successfully influence, drive change, develop ideas and people and drive value. Participants will explore trust and credibility and develop skills to enhance their credibility in their organization. Participants will also spend time working on a plan to address a credibility or trust issue they are currently facing.

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- 6. Influencing for Success:** Influencing others is a leadership skill that is critical in a team-based environment. Often as a leader, one may find they don't have the authority, but bear the responsibility for the success of a critical project, department or division. Whether you are negotiating for resources, influencing the direction of a project or selling the entire organization on your vision for the future, your ability to influence is key to your success.
- 7. Inspiring Creativity and Innovation:** Inspiring creativity that results in productive and useful change is often the difference between those companies who succeed and those who don't. Participants will learn how to eliminate "creativity killers," identify key questions to ask to spark quantum leap thinking and effectively utilize these ideas to drive healthy change in your organization successfully. This learning is amplified through a fun and creative exercise that will highlight the value of establishing a creative work environment.
- 8. Driving Positive Change:** Change is inevitable, yet it continues to be a source of enormous turmoil for most teams and organizations. Studies have reported that 70% of change initiative fail – often due to poor leadership of the change initiative. Participants will learn about the natural tendencies individuals and groups have during change, change strategies, reactions to change, how to navigate resistance to change successfully and steps to prevent failure of the change initiative. Participants will also build a plan to successfully navigate a future change or get a current change effort back on track.
- 9. Team Leadership:** While managers typically focus on how a team will execute, leaders, provide a compelling vision and clear direction – leaving the details of how the team will accomplish tasks to team members. To do this well, leaders must also understand where their team and team members lie in their development. Through a team exercise, participants will have the opportunity to test their leadership skills and the skills of their team, continually making adjustments to achieve monumental success. Participants will also gain skills on how to overcome team challenges and maximize team performance.
- 10. Putting Your Leadership Plan Into Action:** The program wraps-up with participants revisiting their learnings during the 3-day session and completing their Personal Leadership Action Plan they started on day one. This exercise ensures development plans include both quick and meaning actions as well as stretch goals. Because the program encourages networks and sharing of ideas, participants are encouraged to solicit feedback and ideas from their fellow participants. Participants find this final act of sharing and learning to be both powerful and rewarding.