

THE
LEADERSHIP EDGE
EST. 1989

**SKILLED LEADERSHIP DRIVES STRONG PERFORMANCE.
WELCOME TO LEVERAGING YOUR LEADERSHIP.**

The Leadership Edge has been accelerating the pace, performance, and culture of the most innovative life science companies in the world since 1989. Just like you, we're committed to measurable results. From the minute we engage, our team works to support your company's success from the boardroom to the bench.

HOW OUR PROGRAMS WORK

Our award-winning team will engage with companies in programs tailored specifically to the life sciences industry, helping companies create a culture that elevates its greatest resource: the human potential.

Leveraging Your Leadership offers concrete solutions to help leaders learn how to think strategically, successfully influence, inspire creativity, drive change, and lead in a matrix team structure.

*"Leadership is the tool that becomes the great accelerator, moving your team and organization toward the next milestone, and ultimately, success."
- Gaylene Xanthopoulos, CEO The Leadership Edge*

BENEFITS OF THE LEVERAGING YOUR LEADERSHIP PROGRAM

- ✓ Build a personal leadership development plan to launch performance to the next level
- ✓ Develop emotional intelligence skills to ensure greater productivity and better outcomes
- ✓ Solve complicated problems by successfully integrating strategic thinking and decision-making principles
- ✓ Improve influence and communication skills across organizational boundaries
- ✓ Understand how a cohesive team performs efficiently while managing challenging situations
- ✓ Inspire creativity and innovation, improving the company's competitive advantage
- ✓ Draw on deeper self-awareness to leverage leadership capabilities and boost personal performance

LEVERAGING YOUR LEADERSHIP PROGRAM OUTLINE

LEADERSHIP JOURNEY – Build from your foundation. In this session, participants will reflect upon events that have shaped their vision as leaders. Explore what being a leader means, to individual teams and organizations. Participants will engage with one another through a variety of activities designed to expand perspectives and experiences.

EMOTIONAL INTELLIGENCE TO CREATE STRONG RELATIONSHIPS – Leaders who have a high EQ understand, engage, and motivate their teams. Incorporating tools and classroom activities, participants will complete an EQ assessment, explore the EQ framework, and practice skills to ensure productive interactions with colleagues, inspiring outstanding performance from their team.

MY LEADERSHIP PLAN – Throughout the course of this program, participants will be building and implementing a personalized leadership plan. This plan will be based upon expressed goals, values, and phases of leadership development in accordance with the needs of the organization. The result? A clear roadmap that enables participants to lead an organization effectively and authentically to its next level of success.

ESTABLISHING TRUST – In this session, participants identify key factors to building a foundation of trust, will discover methods for rebuilding trust once it is lost, and learn to determine how best to create an infrastructure to support trust. This module explores building the personal credibility that serves as the foundation of effective influence.

SUCCESSFUL INFLUENCE – Exploring individual influence preferences using self-assessment and group discussions, this module will help participants increase their leadership impact, while building strong, trusting relationships. Whether influencing others within a team, among peers, or external stakeholders, developing a broader understanding of influence results in greater organizational alignment, improved performance, and a healthy culture.

LEADING IN A MATRIX TEAM – Leading through a matrix team structure can be complex; competing priorities, challenging communication, and unclear decision-making can all threaten to impact the successful delivery of objectives. Learn how to effectively utilize key capabilities, balance risks, and encourage open dialogue to create outstanding solutions.

BOOSTING EMPLOYEE PERFORMANCE – Success cannot be achieved alone. When leaders engage both the minds and values of employees, anything is possible. In this module, participants will gain a greater understanding of their employees' motivational needs and how to best engage them while building on their strengths to ignite interest and enhance performance.

INSPIRING CREATIVITY AND INNOVATION – Creativity and innovation are at the root of every successful life science company. It is important for a leader to inspire fresh ideas and approaches, but sometimes a quantum leap in innovation is crucial to success. In this module, participants learn to identify the barriers to innovation, understand the cultural norms that support creative thinking, and learn how to ask the questions of a team that will result in both small improvements and transformative innovation.

STRATEGIC THINKING – Strategy is the bridge that connects vision to goals. In this module, participants will enhance strategic thinking skills using activities and hands-on techniques. They will then work through a five question framework to drive strategic planning that ensures both agility and long-term focus.

DRIVING POSITIVE CHANGE – In this module, leaders explore the change process, appreciate the impact of organizational change on employees, and learn methods to positively lead and motivate a team through change.

PUTTING YOUR LEADERSHIP PLAN INTO ACTION – This is where everything comes together. Developed throughout the course, participants find they've created an individualized plan that integrates the discoveries and tools accrued during the program. This plan brings the vision to life.

We are partners with the country's most esteemed life science and biotech associations.

