

WHAT IS THE NAME OF THE BEST LEADER YOU EVER HAD?



*Would someone consider you the best leader they ever had?
Good leaders are **memorable**, but excellent leaders are **unforgettable**.*

LEADERSHIP DEVELOPMENT PROGRAM

This proprietary leadership development program is offered after years of refinement and successful implementation with rising high-potential employees, mid to senior managers and selected executives throughout North America. Small and large companies alike enhance their active leaders' and managers' skills, while developing organizational competence through the real-time problem-solving exercises built into the program design.

CONTENT STRUCTURE

During the customizable Leadership Development Program, each participant will learn, micro to macro, best practices in executing the three necessary categories of skills required in every leadership responsibility:

- 1 Self Awareness and Self Management Skill
- 2 Performance Management and Team Development Skills
- 3 Organizational Design Culture and Strategic Skills

PROGRAM BENEFITS

- Retain Top Talent
- Make Better Decisions
- Nurture Future Leaders
- Improve Effective Leadership
- Increase Engagement
- Increase Productivity

WHO SHOULD ATTEND

- Vice Presidents
- Directors
- Experienced Managers
- Senior Managers
- Upper to Middle Level Managers



Workplace Synergistics
a talent optimization company

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MANAGING SELF

MODULE 1

Your Role as a Manager and a Leader

- Defining the role of both managers and leaders
- Developing personal work purpose
- Work prioritization, time management and delegation
- Key concepts of self-management - first things first

MODULE 2

Enhancing Your Emotional Intelligence

- Emotional intelligence defined
- Review of individual EQi 2.0 instrument results
- Applying EQi
- Self awareness – individual leadership styles
- Stress and Eustress – review of effects of stress and stress management from individual Stress Processing Reports
- Managing conflict

LEADING OTHER INDIVIDUALS AND TEAMS

MODULE 3

The Power of Performance Management & Coaching

- Essentials of performance management
- The performance curve – the drive toward mastery
- Defining purpose, responsibilities, and SMART goals
- Applied coaching and counseling
- Feedback and the performance review process
- Applying leadership styles based on the situation

Module 4

Developing High-Performance Teams

- Teams, work groups and committees
- The structure of effective teams
- Generating team consensus – simulation exercise

MANAGING THE ORGANIZATION

MODULE 5

The Art and Science of Strategy

- Strategic thinking vs. strategic planning
- Evaluating strategy – relevant case study review
- The strategic planning process
- Setting strategic goals – the what and the how
- Critical success factors and key performance indicators
- Strategy mapping

MODULE 6

Creating Culture that Drives Success

- Defining culture and its components
- Leverage points for changing culture
- Tools for assessing culture
- Two approaches for guiding large scale organization change
- The bias of paradigms in blinding leaders

