

Course ID

**LEAD3**

Course Duration

**3 days**

Course Title

**Advanced Leadership Workshop: The Vision, the Strategy, and the Execution**

**Related Courses**

- Leadership: Be the Leader Others Want to Follow! (LEAD, 1 day)
- Step up to Supervision! (SUPERVISE, 1 day)
- Coaching for Superior Performance (COACH, 2 days)

**Aimed At**

If you a manager, director, or Vice President or if your business decisions have far reaching impact or critical outcomes, you will benefit from taking this dynamic, interactive workshop on advanced leadership skills.

**Group Size**

7-25

**Prerequisites**

There are no formal prerequisites. However, if you have worked two years in a managerial role or six plus months in a senior management position, you will be able to appreciate the issues dealt with here.

**Course in a Nutshell**

To succeed as a leader, you must first define the future, then design a plan to realize that future, and finally implement that plan. Moreover, as corporate cultures change and evolve with management and staff turnover, mergers and acquisitions, or shifting missions or markets, you must be flexible enough to change your style to remain effective as a leader. Recognizing how these changes impact the work force, customers, vendors, and other stakeholders is the first step. Motivating, challenging, and supporting your team to drive them to success in the face of change is the next.

In this dynamic, highly interactive workshop, we will tackle all that it takes to succeed as a leader: the vision, the strategy, the execution, and navigating your organization through uncertainty and change. You will learn about your own style of leadership and how it impacts others. You will acquire the critical skills and tools that are required for leadership success in today's business world.

**Customize It!**

Customize this course at little-to-no additional cost to your specific needs:

- To get the most out of this workshop, take it with your entire leadership team to define the common challenges and explore how to work together as a team to meet those challenges.
- Tell us about any special issues faced by your team -- such as a merger or acquisition, cost reduction or consolidation, major project ramp-up, a period of rapid change or uncertainty, overwork, frustration, or attrition -- and we'll help you address your challenges by working your issues into this workshop.

- Schedule this workshop as a day a week for three weeks to allow time for introspection and application between sessions and to fit it more easily into your managers' busy calendars.

### **Learn How To**

- Communicate your vision in a manner that ties the strategic goals with their operational implementation
- Recognize the variation in individual leadership style preferences and align your style with that of your superiors, colleagues, and subordinates
- Employ team-strengthening strategies that help you motivate, inspire, and build commitment
- Coordinate day-to-day activities with the strategic mission while readying employees for new initiatives
- Use practiced, real-world scenarios to resolve challenges and dismantle barriers
- Recognize shifts in organizational culture (e.g., lack of trust, decreased motivation, lower loyalty leading to resignations) to devise a plan to re-energize the work force
- Lead change, both as a leader and a follower
- Determine the “tipping point” for a new initiative and create a plan to make an initiative tip
- Recognize inconsistencies between leadership styles and work force needs and create a plan to realign
- Create a system for the leadership team to address and conquer new challenges which seem insurmountable
- Present major shifts in direction in a manner that motivates and wins trust of employees at all levels
- Design a “marketing” plan to move customers, vendors, the leadership team and the work force to embrace and implement a risk-laden idea

### **Course Outline**

- Introduction to Course and Leadership
  - Welcome and introductions
  - Course objectives and road map
  - Discussion: What makes a leader
- Leadership Before, Now, and After
  - Leadership throughout the history
  - Contemporary leaders: What makes them successful?
  - Debrief and discussion: Defining leadership styles
  - Are there specific traits and competencies of a successful Leader? What if I don't fit the “Type”?
  - The leader of tomorrow: What will he/she look like?
  - Determining my leadership strengths
  - Designing a plan for maximizing my leadership capabilities
  - Visiting my leadership derailers
  - Exercise: Breaking away from leadership tendencies

- Leveraging my strengths and overcoming my potential derailers to be the leader of tomorrow
- Setting the Vision and Moving the Organization Forward
  - “Futuring” as a task
  - Revisiting the mission and vision
  - Communicating the future at all levels
  - Making it happen: Developing communication strategies to link the vision with an implementation plan
  - Case study: Leading vs. following; determining when following is actually the best leadership strategy
- Shifting *with* a Shifting Culture
  - What is corporate culture?
  - Group exercise: Understanding values
  - How to determine culture shifts
  - Is my leadership team out of touch?
  - What to do when your team’s style isn’t shifting with the changing tide
- Creating a Tipping Point for Change
  - Discussion: Tipping a change
  - Discussion: Model for change and anticipated movement through change
  - Case study: Reaction to change
  - Chaos theory and how humans adapt to change
  - Case study: Leading others through difficult change
  - Video and discussion: Paradigms and change
- Understanding Work Force Loyalty
  - Case study: recapture the flag
  - When resignations vortex out of control
  - Method for determining the tipping point for mass exits and preventing the tip
  - Re-energizing a mistrusting and fatigued work force
- Leading Change
  - Make change palatable, even irresistible
  - Designing a plan for major changes
  - Market new ideas to lead change
  - Design and deliver briefings that persuade
  - Dissect the leadership team’s current approach to change
  - Create a plan for team success: Are we seen as a team that others want to follow?
  - Our leadership team’s new image: Making it happen
- Lead Successfully
  - Putting it all together
  - Action plan for leadership success
  - Q & A, evaluations

**How You Will Learn**

- A seasoned instructor will present this course in “workshop” (lecture/practice) format.
- You will discuss recent books such as *The Tipping Point* and *Blink* and reflect on world leaders, their styles, and what you can learn from the consequences of their behaviors.
- You will receive a printed Participant Handbook which will help you remember and retain what you learned in class and apply it on your job.
- Bonus materials: Use a course template to create a leadership plan that you can take back to work and use to improve your leadership presence, style, and technique.

Revised

March 17, 2007