



HIGH PERFORMANCE LEADERSHIP

BRING OUT THE BEST IN YOURSELF SO YOU CAN BRING OUT THE BEST IN OTHERS

"Leadership is the pivotal force behind successful organizations. To create vital and viable organizations, leadership is necessary to develop a new vision of what they can be, and then mobilize the organization to change towards that vision."

Warren Bennis and Burt Nanus

FLEXIBILITY – The workshops are modularized so a delivery schedule can be set to minimize work disruptions and allows topics to be prioritized based on needs.

COMPETANCY BASED – Participants come out of each workshop with skills and competencies that they can immediately use to improve their job performance.

SPACED LEARNING – The workshops are spaced over time to allow the participants to practice and master the material between sessions.

STATE OF THE ART MATERIALS – The participant workbooks are the best on the market today to ensure ease of use, reuse, and maximum impact.

CUSTOMER FOCUSED TRAINING – Tailor the training to meet individual client needs and help make critical implementation decisions for lasting results.

Leadership is a rich and meaningful word. It stirs up a sense of idealism, excitement hope and courage. It is a word that inspires us to be our best' a word that we associate with those who have made the greatest difference in our lives. In short, leadership is a significant part of the answer to whatever challenges our organizations may face.

What you will gain:

High Performance Leadership: From control to empowerment will teach you how to be an outstanding leader within your organization. The principles and practices you learn in this program are based upon observation and research from the foremost authorities in the field of leadership. From the program you will:

- Understand the five practices of the worlds greatest leaders.
- Create a clear and compelling vision of the future.
- Find an appropriate balance between the five major leadership roles (technician, manager, trailblazer, architect and coach).
- Become a leader who empowers others and brings out their best.
- Learn how to organize and manage your priorities so that big things control little things.
- Recognize leadership qualities inside of yourself.

Structure and Format:

High Performance Leadership consists of eight modules (each tow to three hours in length) that are scheduled and delivered at least one week apart. The modules include numerous individual and group exercises that make the training come alive and ensure that participants translate the principles into a personal plan of action. This program can be taught to a large group or even a single leader with the trainer acting as a personal coach. The number of participants, structure and format can all be tailored to fit the needs of your organization.

Alidade MER, Inc. is a professional services firm providing high quality content, methods and training materials to public and private organizations

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Module 1: Principles of Leadership

- The importance of leadership in achieving long-term organizational success
- The five myths of leadership
- The difference between leadership and management
- The difference between controlling and empowering leadership styles

Module 2: Practices of Empowering Leaders

- Empowering leaders have a driving passion to realize their vision
- Empowering leaders build and sustain trust with their followers
- Empowering leaders unleash the commitment and motivation of their followers
- Empowering leaders are social and organizational architects
- Empowering leaders act from positive beliefs about people and situations

Module 3: The Five Leadership Roles

- The three core elements of team effectiveness
- The five roles of leadership
- The appropriate balance among the five roles
- How to lead “from the balcony”
- How to use a set of diagnostic questions to lead “from the balcony”

Module 4: Leadership Practices: A Self-Assessment

- Understanding your strengths and weaknesses as a leader
- Assessing yourself in the five leadership roles
- Knowing how you are viewed by others in your organization
- Developing personal improvement plans

Module 5: Personal Productivity

- How you currently use your time
- The barriers that keep you from managing your time more effectively
- The difference between the important and the urgent and how to schedule the time for the important
- To set professional goals to guide your use of time
- A systematic approach to managing daily events

Module 6: Fundamentals of High Performance Teams

- The definition of a High Performance team and how it differs from traditional work groups
- The three elements of High Performance teams
- Four types of teams
- The stages of team development

Module 7: Performance Expectations

- Learn to confront behavior that fails to meet your expectations
- Understand the importance of discipline and conformity in building High Performance
- Develop a set of non-negotiables for those whom you lead
- Practice the skill of harnessing harmful behavior
- Apply the skill to back-home situations

Module 8: Empowering Others for Success

- The difference between commitment and compliance motivation
- How leadership changes to create commitment
- The four principles of empowerment
- The elements of empowerment
- A matrix for identifying what people need in order to be empowered
- A dialogue to transfer power to others
- A model of situational leadership