

## Team of Leaders – The Executive Leadership Team

*“We must become the change we seek in the world.” - Gandhi*

The complexity of today's business is changing the way we manage people, drive change and create sustainable results in our organizations. The individual charismatic leader of the past is being replaced by a team of leaders who communicate, cooperate and lead together across organizational structures.

The executive leadership team must clearly understand that the degree and quality of their cooperation has a direct impact on their teams, the leadership culture and the business results of their organization. Interpersonal, intercultural and professional differences can prevent the team and therefore the organization from maximizing its potential. The central objective of this workshop is to improve the creative and collaborative team leadership skills in the executive leadership team, develop an empowered organizational culture and so create sustainable business results.

### Objectives

At the end of this workshop the participants will be able to:

- align the shared corporate vision, strategy and values with individual and group objectives to create unified commitment and desired results.
- communicate more authentically within the group and with their teams.
- identify the drivers to create an organizational culture that is competent and confident enough to be “better and different” than the competition.
- improve individual and team motivation by defining and implementing clear communication guidelines and standards of excellence.

### Content

- Developing a more effective atmosphere of co-operation
- Executive team assessment – strengths and gaps
- Building trust and eliminating emotional viruses between group members
- Exchanging and aligning expectations within the executive team
- Creating a feedback culture in the executive team
- Identifying standards of excellence for exceptional team performance

### Learning Methodology

The executive team will be asked to assess their cooperation and participate in a personal interview before the program and come ready to engage in dialog.

The workshop will involve learning instruments, experiential-based learning activities with debriefings and one-on-one / group dialog.

The group should commit to meet again (with or without the facilitators) and review the learning and any actions agreed upon during the workshop.

### Workshop

This is a three-day workshop for a group around 12 senior leaders working with two Clarion Learning consultants at an offsite location.