

## Leading for Results

*“Management is doing things right. Leadership is doing the right things.”*

Effective leaders are not those that get things done by doing them themselves. Effective leaders empower and motivate their team members to get results by working together. The level of collaboration in a group or team is strongly influenced by the leader. The behaviors that a leader outwardly demonstrates are what will, more often than not, show up in the group.

The best strategy for building a high-performance team is to help individuals discover their own strengths and manage around their weaknesses. Effective leaders help group members to use their talent to achieve exceptional business results. The objective of this workshop is to help managers to become more effective leaders by identifying best practice, developing their own leadership style and building teams that get results.

<b>Objectives</b>	<p>At the end of this workshop participants will be able to:</p> <ul style="list-style-type: none"><li>➤ describe their role and responsibilities as a leader.</li><li>➤ identify the five practices of successful leaders.</li><li>➤ provide a consistent message to group members.</li><li>➤ adapt their communication and decision making styles with others.</li><li>➤ support their group through the stages of team development.</li><li>➤ build on their strengths and work on their gaps as a leader.</li></ul>
<b>Content</b>	<ul style="list-style-type: none"><li>➤ Leading versus managing – the role of a leader</li><li>➤ Inspiring a shared vision through directional tools</li><li>➤ Modeling the way – aligning personal values with corporate values</li><li>➤ Exploring your personal leadership style MBTI©</li><li>➤ Personal vision and effectiveness</li><li>➤ Eight characteristics of highly effective teams</li><li>➤ Self-directed learning – your personal learning agenda</li></ul>
<b>Learning Methodology</b>	<p>The participants will be expected to do some preparation in advance of the program and describe their current leadership challenge.</p> <p>The workshop will involve case studies, psychometric instruments (MBTI©), learning trios and experiential-based learning activities.</p> <p>The participants will be expected to develop and implement a personal learning agenda to support their ongoing leadership development.</p>
<b>Workshop</b>	<p>This is a three-day workshop for a group of 16 participants working with two Clarion Learning consultants at an off-site location.</p>