



HIGH PERFORMANCE LEADERSHIP FROM CONTROL TO EMPOWERMENT

*Bringing out the best in you 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, Leaders: Strategies for Taking Charge

Audience:

- › Anyone who manages people
- › Team leaders/facilitators
- › Future supervisors/leaders

Delivery:

- › 8 modules, delivered in two days or 3 hour segments over several weeks

More Information:

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Not too many years ago, poorly managed, bureaucratic and marginally competitive companies could survive. They relied on long-established customer relationships, predictable technologies, and regional or local market domination to get by. Today, however, most companies and industries are facing chaotic markets where the conditions for maintaining competitive advantage are changing so rapidly that it is difficult to keep up.

The leadership paradigm that worked for centuries is no longer adequate to manage organizations in these fast-paced and complex times. The traditional leadership model is based on hierarchy and such principles as centralization, standardization, uniformity, and control. Such principles were useful during the early days of the industrial revolution when management had to manage and control masses of untrained people in rather predictable and stable markets.

But that has changed. We now live in a digital age in which technological innovation changes the playing field every couple of years, customers and employees are educated and have many options, markets are global, and competition fierce.

The leaders of some of the most successful companies are rethinking what it means to lead. Companies such as *W.L. Gore and Associates, Groupon, Google, Zappos, HCL Technologies, Great Harvest Bread Company, DaVita* and many others are challenging traditional assumptions about leadership and creating high performance companies, among the best in their industries.

Good leadership is about harnessing the collective genius of people. It is about rallying everyone behind the mission and vision and creating the conditions in which people, collectively, perform at the peak of their ability. Effective leaders tear down walls. They bring people together. They build trust. They transform attitudes and behavior. They remove the barriers that keep people from being engaged and effective.

The purpose of this program is to understand the foundation principles of leadership and practice them within your company, with those people with whom you interact daily. It doesn't matter whether you lead a staff of two or nation of millions, the principles are the same—and they can be learned.

What You Will Do:

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 differences between managers and leaders.
- › Learn the limitations of “command and control” leadership and how to become an “empowering” leader who brings out the best in others.
- › Understand six practices of the world's greatest leaders.
- › Recognize your personal leadership strengths.
- › Create a clear and compelling vision for yourself as a leader.
- › Understand how to “lead from the balcony” and utilize the five major leadership roles.
- › Learn to organize and manage your priorities so you apply the right balance to all five leadership roles.
- › Develop the ability to confront poor performance and behavior problems and hold people accountable.
- › Learn skills to coach and bring out the best in high performance teams

Structure and Format:

High Performance Leadership consists of eight modules that can be delivered in a two-day session or spaced over time. 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.