

Leading and Influencing Others: The Art of Getting Results

Program Description

Leadership is one of the more challenging assignments one can tackle in the business world. Consider the intense pressure to produce results that keep an organization competitive and profitable. Add to the mix the changing beliefs and expectations of today's employees. Then stir in frequent and rapid change and you have an environment that can test the best in each of us. It takes a strong set of interpersonal and tactical skills to be effective in a leadership role.

This active working session is designed to both identify how the "playing field" has changed in a leadership assignment as well as how to develop practical techniques to positively influence work group performance. A segment of the session will be allocated to practicing these skills and learning from "real time" experiences. Leadership skills are the best perfected through actual application.

Program Topics:

Participants will learn:

- The evolving requirements of a leadership role
- Developing higher level leadership skills
- The appropriate use of power and influence to accomplish organizational objectives
- Fostering open communication and building trust with others
- Situational Leadership: tailoring our approach to individual needs and ability
- Establishing accountability with those we lead
- Setting clear expectations for performance and designing a follow up system to bring tasks to closure

Audience:

- Employees targeted or being trained for future leadership roles
- Employees transitioning, or new, to a leadership role
- Experienced managers and supervisors who want to enhance the effectiveness of their leadership skills
- Current leaders who are tasked with coaching, mentoring or developing another's leadership abilities

Pre-requisites:

Meets at least one of the Audience criteria above

Goals/Objectives:

- Develop a common understanding of what true leadership is and how it influences others.
 - Enhance participant knowledge of how effective leaders build trust and positively impact employee expectations and performance.
 - Enable those assigned leadership roles to identify opportunities and appropriately utilize power and influence to help their organization meet or exceed goals and objectives.
 - Increase participants' situational leadership "tailoring" abilities through skill practices so that they can productively impact others' behaviors and outcomes.
 - Enhance one's overall leadership ability to get things done, as well as to maintain success, in today's work environment.
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