

Accomplishing the Results You Want | 3 Days

Success is measured by results. Detailed plans and a captivating vision are important, but true accomplishment is in carrying your goals through to a winning outcome. In this course, you will learn how to strengthen your leadership voice and foster employee buy-in to exceed expectations and achieve the most positive outcome.

WHO SHOULD ATTEND:

Executives, managers, and other professionals responsible for teams with results-driven goals.

JOB ROLES:

Personal Development
Leader of Teams/Projects

OBJECTIVES:

- Develop a leadership style that gets results
- Employ suitable motivation techniques for your team
- Adapt your communication style to use influence to drive direction
- Empower your team to get the results you want

COURSE OUTLINE:

Leadership Style Guide

Exploring the 6 Leadership Styles

Motivation

Understanding Varying Needs
Framing Motivators and Dissatisfiers

Communication

Applying Various Communication Styles
Comparing the 4 Style Traits
Adapting to Differing Communication

Strategy and Results

Using Strategic Drivers
Linking Strategy to Operations
Relating Strategy to Results

Building a Better Team

Driving Team Performance
Developing Trust and Respect

Influence Skills

Differentiating between Ethical and Unethical Influence
Developing Your Communication and Reasoning Skills

Negotiation – Getting to Yes

Understanding the Phases of Negotiation
Developing Principal Negotiation Skills
Planning Negotiation
Dealing with Tough Questions
Getting to a Mutually Beneficial Solution

Enabling Others to Act

Empowering Others
Managing the Workload
Delegating to Workgroups and Teams
Avoiding Wasted Time and Energy
Following-Up to Ensure Success

Putting it All Together

Assembling the Pieces to Achieve the Whole
Applying Skills to Get Results

We Ensure Personal & Professional Growth Through:



TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,
Personal & Team Assessments, Tools & Templates.

Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Courses such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

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Reinforcement Videos

- The Five E's of Leadership featuring Martyn Redgrave
- The Value Of Setting A Long-Term Strategy featuring Anders Dahlvig
- Success at Execution is About Enabling Others featuring Harold Sirkin
- Closing Gaps to Execution featuring Stephen Bungay
- The Three Elements of a Great Execution featuring Ram Charan
- The Knowing-Doing Gap featuring Jeffrey Pfeffer
- Strategy 101: Focus on Assumptions featuring Peter Sheahan
- Empower to Go Faster featuring Steve Strout
- Execute Or Be Executed featuring Grattan Kirk
- Prioritize and Collaborate to Execute Strategy featuring Liz Mellon
- Why Organizations Fail to Execute on Their Strategy featuring David Rock
- Manage with a Microscope and a Telescope featuring Dominic Barton
- Strategy Versus Execution featuring Doug Conant

Book Summaries

- *The Three Rules: How Exceptional Companies Think* by Michael E. Raynor and Mumtaz Ahmed
- *Confronting Reality: Doing What Matters to Get Things Right* by Larry Bossidy and Ram Charan

Blueprints

- *Advancing to the CEO Level: Best Practices and Strategies for Success* by Amy Brandt, Scott L. Kauffman and John Girard

Leader-Led Activities

- Leadership and Execution Discussion Guide
- Operations Plan Facilitation Guide
- The Team Facilitation Guide
- The Strategy Facilitation Guide
- Execution Culture Application Guide
- Linking Strategy to Operations
- Relating Strategy to Results

Self-Assessment

- Positive Leadership Behaviors

Business Impact

- Business Impact: Fostering a Business Execution Culture
- Business Impact: Inspiring Your Team

Challenge

- Challenge: Developing a Business Execution Culture

Tools

- Communicate to Execute
- Improving Business Execution
- Levels of Leadership
- Strategy Definition Summary
- Supporting Empowerment

Test

- Leadership Advantage Test Yourself: Developing a Business Execution Culture

Core Message

- Leadership Advantage: Developing a Business Execution Culture 3.0

Case Study

- The Leader's Role in Execution
- Fostering a Business Execution Culture
- Solving Strategy Problems
- Enable Employees to Execute
- Inspiring Your Team
- Strategic and Operating Plans

Key Concept

- Key Concept: The Business Execution Culture
- Key Concept: Strategic Essentials
- Key Concept: Enable People to Execute
- Key Concept: Involving and Empowering People
- Key Concept: Executing the Operating Plan

e-Books

- Building Engaged Team Performance: Align Your Processes and People to Achieve Game-Changing Business Results
- Implementation: How to Transform Strategic Initiatives into Blockbuster Results
- 5% More: Making Small Changes to Achieve Extraordinary Results

Videos/Courses

- Becoming an Accountable Professional
- Difficult People: Can't Change Them, so Change Yourself
- Forging Ahead with Perseverance and Resilience
- Building Trust to Develop Relationships that Deliver Results
- Ditch the Drama to Get Results
- Results Through Collaboration
- Get More Results: Pick Up Accountability and Let Go of Responsibility

Materials listed above are representative and do not include all assets, which are subject to change as titles and resources are always being updated.