



## Influential Leadership: Gaining Commitment, Getting Results

**On completion of the Leadership Development Workshop participants will be able to:**

- ◆ Communicate their unique call to leadership
- ◆ Clarify the difference between leadership vs. management
- ◆ Translate people strategy into effective action
- ◆ Leverage their leadership style preference
- ◆ Influence others with or without authority
- ◆ Understand their change style approach
- ◆ Utilize an effective decision-making model
- ◆ Ask, give and receive constructive feedback

**Our workshops are thoroughly researched and structured to provide intense and intimate practical training to your organization. Our format:**

- ◆ Combinations of educational presentations and case studies, productive in-session assignments and participant collaboration to provide actionable learning
- ◆ Strictly limited numbers to allow for greater interaction and one-on-one interaction with the trainer. So register early to avoid disappointment!
- ◆ Detailed pre-course questionnaires to allow you to tailor the programme to address your individual concerns
- ◆ Hard copies of presentation materials and tools



**Mastering the art and science of achieving desired and sustainable results through influencing others**

### **DAY ONE (can be tailored to your organizational needs)**

#### **Session One**

##### **Interactive discussion: Defining Leadership - Setting the stage**

- Understanding the difference between leadership vs. management
- Reflecting and capturing your unique call to leadership
- Benchmarking leadership lessons gained from successful and disappointing experiences
- Recognizing the impact of leadership style on others
- Setting work and agreement expectations with followers

#### **Session Two**

##### **Change style assessment and model with application activities**

Using the research-based Change Style Indicator global assessment, participants will receive feedback on their preference for interacting and managing change with those they lead. You will receive:

- Personalized results on your change style
- Apply the Change Transformation model to lead others through the steps of a change initiative
- A guidebook on how to interact with others who have alternative change management perspectives

### **Session Three**

#### **Decision style assessment and model with application activities**

Gaining insight into how to make more effective decisions saves time and strengthens alignment with your organizational followers. Participants will experience an assessment tool that leads to the development of improved decision-making skills. The tool evaluates the appropriateness with which respondents are to include others in the decision-making process and the extent which respondents consider five critical decision factors in their decision processes. You will receive:

- Awareness on your decision-making style preference
- Decision-making scenarios designed to challenge your Leadership paradigm of those you lead
- Application to your immediate business decision process
- Insight into how others prefer to make decisions different from your own style

### **Session Four**

#### **Organizational simulation highlighting communication, risk-taking and planning**

An experiential simulation that mirrors back home, real life situations will be used to challenge participants and their leadership skills. The simulation will involve a team of planners and a team of implementers to work together and complete a timed task. Managing change, implementing effective decisions along with strategic communication will be presented for participants to decide on the best leadership approach for success.

- Themes of managing change, implementing effective decisions and strategic communication will be introduced
- Highly interactive and engaging activity
- A debrief will be conducted to highlight lessons learned and make applications to the workplace

### **Session Five**

#### **Strategizing solutions to a key leadership challenge**

Participants will be invited to select a key leadership challenge to ensure immediate application to their work environment. The leadership challenge will be examined from multiple perspectives as a means to conduct a comprehensive assessment for the purpose of developing successful solutions.

- Assessment results on change, decision and influence leadership styles will be incorporated
- Stakeholders involved in the key leadership challenge will be analyzed for engagement purposes
- A detailed strategic plan will be completed to address the key leadership challenge

## **DAY TWO**

### **Session One**

#### **Interactive Discussion: Influential leadership**

- Influencing with or without authority
- Applying a model on how to ask, give and receive behavioral feedback
- Leveraging influence tactics – head, heart, and hands
- Gaining commitment for staff to do the “BEST WORK” of their career

### **Session Two**

#### **Influence tactics assessment and model with application activities**

Influence is the essence of Leadership. Participants will be invited to take an assessment on their influence tactics and reflect on the impact their behavior has on their followers. You will receive:

- Feedback on your most preferred influence behavioral tactic
- The Head, Heart, and Hands Influence model with application to the participant's immediate leadership situation
- A guidebook on how to interact with others who have alternative change influence styles

### **Session Three**

#### **Organizational simulation highlighting trust, influence and visioning**

A second experiential simulation that mirrors back home, real life situations will be used to challenge participants and their leadership skills. This simulation will involve communicating and executing a vision about a timed task where half the group is blindfolded. Positions of CEO, upper-level management and front line leadership will be represented in the simulation and participants will be challenged to work together to solve this organizational initiative.

- Opportunities to receive feedback on communication and influence leadership behavior from peers
- Application of a model highlighting how to give effective constructive behavioral feedback
- Highly interactive and engaging activity
- A debrief will be conducted to highlight lessons learned and make applications to the workplace

### **Session Four**

#### **Peer strategy session on key leadership challenge for take-home application**

Peers in the course will be leveraged to act as consultants and coach each other towards success on the chosen key leadership challenge. Stakeholders involved in the chosen leadership challenge and strategies will be discussed and explored.

- Leadership networking opportunity to build relationships for follow up after the course
- Peer discussions will be leveraged to capture best practices for success
- Feedback provided on each participant's detailed strategic plan to address the key leadership challenge