

## Renewed Leadership Skills for Seasoned Leaders

*Why not go out on a limb? That's where the fruit is. — Will Rogers*

Today's definition of leadership demands a new perspective. Leading is focusing on others who report to you. Managing is focusing on the work required of you to accomplish. Leading necessitates leaving our ego at the front door to focus on the work and others. How do you motivate and inspire others, help teams coalesce and lead employees who are more diverse than ever before? Being an effective supervisor or manager means knowing **what** has to get done and **how** to accomplish it. Team members may look upon their leader as a mentor, coach, someone who will stand in the gap when things go wrong and someone who will help them grow in their work. This program helps leaders understand all of those roles and develop wise judgment in knowing when to use each.

### Benefits

Upon completion of this program, participants will be able to . . .

- Understand the new demands of managing and leading
- Learn strategic thinking and ethical decision making process
- Understand characteristics radical leaders share
- Appreciate interpersonal and group dynamics of teams
- Recognize best practices for team productivity
- Develop results based strategic planning skills
- Defuse confrontational situations and mediate solutions
- Create an environment of ethical behavior
- Balance personal and work needs

### Topics

#### LEADING FROM UNDERSTANDING OF DIVERSE ROLES OF LEADERSHIP

- Excellent organizations and leadership models
- Meaningfulness in work and workplace motivators
- Common characteristics of radical leaders

#### LEADING FROM UNDERSTANDING HUMAN DYNAMICS

- Understand reasons for employee behavior
- Learn skills of discernment and insight in interpersonal relationships

#### LEADING EFFECTIVE TEAMS

- Learn attributes of team excellence
- Team problem solving model to focus efforts
- Manage interpersonal issues on teams

#### LEADING A LIFE OF BALANCE

- Learn characteristics of stress and burnout
- Find ways to balance six areas of your life

#### LEADING THE "RESULTS BASED STRATEGIC PLANNING" PROCESS

- Manage the "Managing for Results" process by using critical thinking skills
- Develop the implementation plan to ensure results
- Develop measurement methods to evaluate results

#### LEADING FROM ETHICAL DECISION MAKING

- Exploring an ethical decision-making model
- Understanding personal and organizational value systems
- Analyzing situations based on values and ethical behavior
- Clarifying and identifying expectations by communicating ethical priorities

### Formats

Formats include two-day and one-day sessions. All formats provide participants with the tools for becoming enlightened leaders and creating environments that support employees with diverse needs. The two and one-day formats allow time for experiential exercises and skill set practice.