



Leading for High Performance

Purpose

New competitors, stakeholder demands, customer expectations and other shifting requirements make the job of leading, at every level, more challenging than ever. Meeting these challenges by increasing the pressure on direct reports and demanding more from fewer employees results in unhealthy stress and reduced productivity. Research has even correlated an increased probability of heart attack with this type of leader behavior. But what are the options? After all, who isn't stressed?

Managers, supervisors, team leaders, and organizations that learn how to share leadership responsibilities experience fewer stress related health problems. Besides productivity health benefits, these leaders are also better suited to respond quickly to the market challenges, threats and opportunities.

Leading for High Performance provides leaders with proven knowledge, skills, methods and productive attitude choices that result in empathic, accountable and consistently high performing work units.

Learning Objectives

Participants learn to:

1. Diagnose the causes of employee behavior and coach to reinforce or correct appropriately
2. Set the conditions that make employee fulfillment and high performance most likely
3. Use effective "motivation" strategies to engage employees in achieving goals
4. Quickly recognize and use the most effective approach to individual and team communication
5. Apply proven communication skills and tools to reduce unproductive stress and increase performance
6. Know when and how to lead one-on-one and when one-to-group leadership is most effective
7. Develop a collaborative work environment to achieve higher productivity
8. Foster individual and team shared responsibility for performance
9. Develop confidence and skills to lead with authenticity in their business environment

Results

For Direct Reports:

- Less stress and more commitment to objectives
- Recognition for improvement efforts and accountability
- Respected for their knowledge, attitude and performance
- Increased involvement in advancing company interests

For Participants:

- Less stress in dealing with performance problems
- Confidence to overcome external and internal obstacles
- Increased creative problem solving with employees
- Increased respect from both executives and direct reports

For Your Company:

- Fewer Employee Relations complaints
- Less effort to recruit and retain high performing employees
- Increased and sustainable productivity gains
- Improved reputation as a great place to work

Configurable Modules

1. Exploring Employee Performance
2. Performance Coaching
3. Motivating for High Performance
4. Influencing Others
5. Managing Leadership Challenges
6. Conflict Management
7. Developing High Performance Teams
8. Interviewing Skills
9. Problem Solving for Performance
10. Orchestrating an Engaged Workforce
11. Leading the Journey

Common Participant Roles

- Managers
- Supervisors
- Business Unit Leaders
- Team Leaders

Details and Logistics

Leading for High Performance can be delivered to address a specific set of leadership challenges, as part of a culture change/ reinforcement process or as an orientation for new leaders.

Each module is designed to be delivered over four to six hours. Modules are intended to be delivered independently and in a variety of sequences. Depending on your objectives and short-term ROI expectations, an initial learning event can be conducted in as little as two hours.

Participants achieve the best results when at least six modules are delivered in a learning cohort series. In this approach each cohort member is accountable for bringing both challenges and successes to each cohort meeting and, rather than "inventing" problems to make the content relevant, the cohort discovers ways the content is relevant to the challenges of the day. The result is a greater commitment to acting on learning and delivering measurable results.

Contact us with your view of what would work best, and let one of our associates recommend a configured solution that accomplishes your objectives.

Why Strategic Learning?

For more than 20 years Strategic Learning has partnered with customers to create and implement performance improvement solutions that deliver on our customers' intended business results. Our learning solutions are informed by decades of research, and configured to the realities of each customer's experience. By blending our ability to engage people in discovering their potential with each customer's unique business insights, we accelerate profitable growth.

Please call us to explore how we might support you in your journey to discover human potential and accelerate profitable growth.