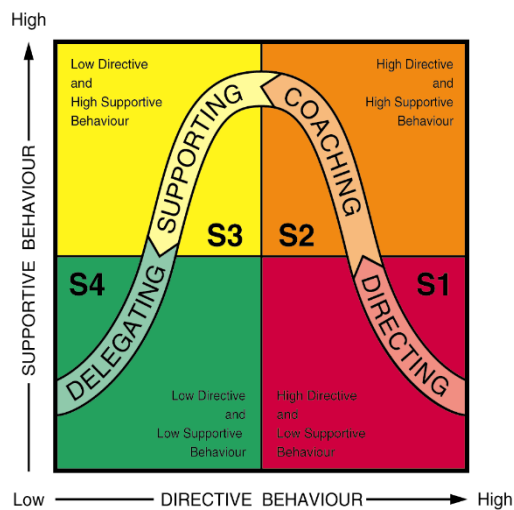


Building Leadership and Management Capabilities (Foundation)

This one-day course **focuses on improving team leadership effectiveness**. The development of management skills with an emphasis on managing and developing people as individuals within the team **leads to enhanced employee engagement, collaboration, inclusion and performance**. Managers frequently struggle with how to set clear direction, motivate and direct / delegate the work to their people; this results in frustration and time wasted across the board.

The seminar content is usually tailored to client priorities. Typically, we begin with an introduction to research on successful **leadership** and **team / organization effectiveness**. The focus then shifts to managing the individual as a member of the team, starting with **establishing clear goals**, providing meaningful **positive** and **constructive feedback** and the application of **coaching techniques** to improve employee **motivation** and **performance**.

This intensive, fast-paced program teaches managers how to assess an employee's developmental level on each major task or goal for which they are responsible using the **Situational Leadership II Model (SL II)**. Given the employee's degree of competence on and commitment to the task, the manager adapts their style to maximize the effectiveness of the coaching interaction. Some managers do this naturally – many do not.



Managers examine their preferences (and blind spots) using the **SL II diagnostic self-assessment** instrument in order to develop better leadership style flexibility and effectiveness in managing and developing their people. Processes for assessing employee developmental level(s) and planning the appropriate employee interactions are included in the materials and course content.

An additional benefit is the realization that managers can now delegate much of the planning for a coaching interaction to the employee; the employee is now better equipped to “manage up” and drive their own development – resulting in less (but more effective) time being dedicated to this critical process on the part of the

Enhanced organization effectiveness is also a direct benefit of this program (i.e., improvements in team performance, enhancement of relationships between managers and team members, relationships across the team, between line and support functions, etc.), leading to the **development of a high-performance leadership culture** in the organization.

Lynn Reed has extensive experience in conducting this and other leadership and team performance programs globally with excellent results. If you would like to learn more, please do not hesitate to contact him directly. Thank you for your interest.

Our passion is contagious!