

Leadership



Topics list

- Understanding Your Own Leadership
- Developing Your Leadership Skills
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- The Essential Role of Planning
- Managing and Leading Change
- Developing Strong Teams/Delegation
Future Success: Developing a Learning and Leading Culture

Understanding Your Own Leadership

It has been observed, “The Speed of the Leader determines the rate of the pack” (Doug McCallum.) How fast do you want your organization to grow, change, and respond to the external environment? Top leaders must understand their own leadership strengths and improve their weaknesses in order to model continuous improvement to all members of the organization. This session focuses on YOU developing a deeper understanding of what YOU “bring to the table” and how to improve it. You will learn:

- Know Thyself: Using an outstanding self-assessment tool, identify your preferences in communication, conflict, motivation, strengths and reactions to pressure. Understanding these areas, and learn how to improve your interactions with others.
- Leadership Self-Assessment and Development Plan using a well-researched and Nationally Recognized Leadership Model
- Leadership Identity Development (pre-work worksheet with discussion in session)

Developing Your Leadership Skills

Effective Leaders hone their skills constantly, modeling continuous improvement for the entire organization as well developing the necessary skills to lead a growing organization. A focus on specific skills that are critical for sustained, excellent leadership enables YOU to see real progress in your Leadership Development.

You will build understanding and increase skills in the following 4 areas, each of which is essential in developing a strong Culture, attracting and retaining highly skilled employees, and increasing both Employee Engagement and a positive Employee Experience.

- Emotional Intelligence
- Decision Making
- Delegation
- Communication

The Culture of Your Organization

The Culture of your organization is like a bridge with a specific load rating. As you grow, you increase the load on your organization, so is your Culture strong enough to bear that load? Or,



will people leave and processes fail? As your organization prepares for growth, it is important for leaders at all levels to understand the Culture of your company and how to improve it. What is the current state of your Culture? What do you want it to be? How will you know when you have achieved it? You will not only understand how to achieve answers to these questions, but also develop a plan for positive Culture change.

- How would you describe your ideal Company Culture?
- How do you measure your Company Culture? Where are successes and where are gaps?
- How do you change and improve your culture?
- What do Leadership, Communication and your Org Chart have to do with understanding the Culture of your organization?
- What are 3 simple steps YOU can implement in YOUR organization to being shifting Culture in a more positive and sustainable direction?

The Essential Role of Planning

If your business is going to grow, you need to make a plan. What is the Current State of your Organization? What is the desired Future State? How do you engage your employees in both creating a clear and complete picture of your organization as it currently exists, and then challenge them to go on this journey of growth with you? In this session you will:

- Understand and use a simple, effective Planning process
- Learn how to lead Planning in your business
- Learn how to use a Planning process to achieve high levels of employee engagement and improve implementation of the Plan
- Create mechanisms for real-time feedback and communication throughout the organization so you can be aware of what is happening in Real Time
- Learn how to establish Priorities, Areas of Focus, Measurable Outcomes and Work Plans to achieve the desired Future State

Managing and Leading Change

Growth means change, and change can be a 4-letter word. Some growth is planned, and it is wise for the business owner to anticipate and plan for changes that will come with that growth. Inevitably, growth leads to changes that are not anticipated – downright surprises. It is also wise for the business owner to be aware of the types or categories of changes that can occur during growth, especially those that can be a “surprise.” At the end of this session, each participant will have a plan to:

- Understand, anticipate and plan for “headaches” that business owners experience in growth.
- Understand how change occurs in organizations, including sources of resistance to change and how to overcome them



- Develop a Change Communication and Motivation plan that leads to successful and smooth, sustainable Growth

Developing Strong Teams/Delegation

As your business grows, you will need to develop a strong, resilient and effective infrastructure to achieve and sustain the growth. You will need to shift your responsibilities to focus on “doing only the things that only you can do” as a key leader, while also developing leaders and teams around you. This is the only way to successfully manage the increasing complexity of your organization as it grows. You will learn:

- How to develop Leaders and Teams
- What Delegation is and how to do it well
- How Delegation and a Learning Organization work together
- The role of Accountability in Leading
- Employee Engagement – What it is, why it matters and how to improve it

Developing a Learning and Leading Culture

A key value of the Business Growth Bootcamp is that you will Plan to create Change that leads to Growth in your business. Long term, sustainable growth. Developing a strong culture of Leadership Development and Continuous Learning allows you to have the greatest chance of success. One of the key differences between businesses that survive and those that thrive are the Leaders at all levels leading in a manner that shows not only discipline expertise (i.e. very good at the focus of your business) but also the core Leadership Understanding and Skills discussed in the BGB. You will learn how to:

- Develop a comprehensive plan for your own leadership growth, based on self-assessment
- Understand and implement specific skills that allow you to give and receive significant feedback – and lead this in your organization through training and modeling
- Identify core accountability measures for your ongoing success in these areas
- How to coach your key leaders to greater levels of success and productivity

Roundtable Discussion: What are urgent Leadership issues that you are experiencing RIGHT NOW? Throughout the Business Growth Bootcamp, Participants will identify key issues for a “round table” style discussion that allows us to focus on “right now” issues occurring in your organizations. The expert facilitator will provide insights and resources, and other participants will provide insights from experiences leading in their own organizations.

