

Creating True Leaders

The cornerstone of a mature organization is the ability for the individual employee to seek and accept responsibility for their work results.

This Leadership Attitude is not a management trait; it is a Personal Attribute for every member of the organizational team. Everyone is a Leader - in their role.

A True Leader provides direction, leads by their examples, and creates a positive team attitude to move forward. It is critical in a successful organization that this leadership approach is consistent, it aligns with your organization's core values.

Your Team Learns How To

This program provides your organization access to new concepts and the opportunity to practice the three levels of leadership of a True Leader:

- **Create Personal Leadership** – The foundation, personal direction and vision of every team member
- **Develop Team Leadership** – The ability and confidence to work with and lead others, assuming a leadership role
- **Understand Organizational Value** – Realizing that your team has impacts beyond the confines of their defined role

This program is conducted on-site at your location with your team. This ensures that in-class we discuss and practice those concepts and methods specific to your organizational challenges, not just theory.

Who Needs to Attend

The Program is designed for all members of your organization, as they develop their leadership approach, and take on new challenges and responsibilities, including:

- Recently (or about to be) appointed supervisors
- Team members transitioning from a technical to a business role
- Project Managers, and all team members who are leading a team within a project
- Business Analysts
- Employees who are finding it a challenge to establish a leadership approach that works for them
- Team members who work virtually
- Team members who need to strengthen their involvement in the team

Program Roadmap to Success

The Program is twelve half-day learning sessions, ideally conducted on a monthly basis.

Creating Personal Leadership (4 sessions)

Leading a team starts with leading yourself. Personal Leadership yourself self-esteem, self-motivation and self-management, increasing your team's efficiency and confidence in their job and in meeting life's personal goals.

The Nine Insights to Personal Success

Setting Personal Goals – Defining personal and professional goals is needed to be achievable and believable, inspiring team members to grow and provide a measure of personal success

Managing Emotional Intelligence – Managing emotions ensures that emotions do not manage the situation. Know how to control stressful situations

Establishing Leadership Core Values – Understand the approaches used for centuries by great leaders to create outstanding results

Communicating with Excellence – Know how to communicate well, provide clear directions; which is critical to leadership effectiveness.

Developing Time Efficiency – Stop responding to the demands of others: determine priorities and using time effectively for personal value

Earning Trustworthiness – Establishing personal trust is critical before others can believe/trust and take risks for the team

Projecting Strong Self-Esteem – Gaining and demonstrating self-confidence builds a positive atmosphere that motivates and inspires

Embracing Strong Self-Image – Great leaders have few limitations: they do not limit themselves. Learn to know personal limits, believe in personal capability

Ensuring Work/Life Consistency – Personal leadership is a consistent 24-hour a day activity, not two people: one at home, one at work. Use business drive to achieve personal success.

This program is eligible for Professional Development Units (PDU) credits towards participants Project Management (CAPM® and PMP®) certifications



Creating True Leaders

Developing Team Leadership (4 Sessions)

Success requires teamwork. Even dedicated, focused individuals have limitations to success when working alone. Many exciting and rewarding opportunities require cooperation with others. Learn how to be an effective team member and leader.

The Nine Interactions to Team Success

Establishing a Team Vision – Find a common vision among your team members, even those with differing objectives. Learn how to align your team

Creating Interdependence – Your team succeeds or fails as a unit. Contribute to your team's success by discovering how your team depends on other's successes and failures

Embracing Personality Styles – Recognize and build upon your team members' unique personalities and attributes to build a stronger interdependent team

Motivating Others – Create an environment where your team members achieve success through self-motivation. You cannot motivate others, but you can set them up for success

Managing Conflict – Properly managed conflict can be a positive influence in achieving team synergy. Conflict allows your team the opportunity for lateral thinking and innovation

Negotiating Effectively – Organizational leaders are involved in many aspects of your company's business and technical successes. Negotiate effective technical options that make business sense

Coaching and Mentoring – Leaders have followers, who are in turn the company's future leaders. Re-inforce the long-term vision by mentoring and being a positive role model to the next wave of company leaders

Being an Adaptable Leader – One single leadership method may not work with all team members or in all situations. Successful leaders adjust their style and methods as needed

Understanding The Leaders Role – In successful teams, every member is a leader in their own specialty. The last important interaction for being a leader is to understand every individual's leadership role

Understanding Organizational Value (4 Sessions)

Your team is always part of a larger team, whether that is a division, organization, community, or other group. As your team achieves success, members of the larger team are watching and learning, following your team's Leadership by Examples

The Nine Foundations to Organizational Success

Managing Value – Your team members, managers, executives and customers have different definitions of what they value. Align and manage these value expectations

Making Effective Decisions – The decisions made in one team impact other teams. Effective decisions consider the overall long-term effects and not just the immediate ones

Managing Stress – As your leaders develop, and create influence, the impact of their decisions increases. This requires confidence in their personal direction

Embracing Change - Organizations must evolve to keep up with the demands of the changing economy. Dynamically managing your team positions your organization to stay competitive; lead and manage change

Creating Influence – Your team expects results, yet even the greatest leaders have limited authority. Building the influence and the trust of other leaders helps get the results the team expects

Delegating for Team Success – Individual team members have strengths that remain untapped. Effective delegation creates organizational synergy

Using Business Etiquette – As leaders progress, they gain access to higher levels in your corporation and industry, and must show they can adapt and work at the next higher level in your organization

Managing Globally – Global leaders embrace different cultures and create worldwide visions for their teams, critical to achieving unified organizational success

Strategic Planning – Your leadership team needs to understand the elements for short-term planning that result in long-term success, leading your organization towards one common vision