

# High Performance Leadership

## Employee Engagement

### Overview

**High Performance Leadership:** Employee Engagement will teach you how to be an outstanding leader within your organization. The principles and practices you learn in this program are based upon observation and research from the foremost authorities in the field of leadership.

### Program Objectives

- Understand five practices of the world's greatest leaders.
- Create a clear and compelling vision of the future.
- Find an appropriate balance between the five major leadership roles (technician, manager, trailblazer, architect, and coach).
- Become a leader who empowers others and brings out their best.
- Learn to organize and manage your priorities so that big things control little things.
- Establish clear expectations and develop the ability to confront poor performance.
- Recognize leadership qualities in yourself.

### Structure and Format

- Eight modules
- Each module 2 – 3 hours in length
- Delivered at least one week apart (recommended)
- Large or small group format
- Numerous individual and group exercises

### Module 1: Principles of Leadership

- The importance of leadership in achieving long-term organizational success
- The five myths of leadership
- The difference between leadership and management
- The difference between controlling and empowering leadership styles

### Module 2: Practices of Empowering Leaders

- Empowering leaders have a driving passion to realize their vision
- Empowering leaders build and sustain trust with their followers
- Empowering leaders unleash the commitment and motivation of their followers
- Empowering leaders are social and organizational architects
- Empowering leaders act from positive beliefs about people and situations

### Module 3: The Five Leadership Roles

- The three core elements of team effectiveness
- The five roles of leadership
- The appropriate balance among the five roles
- How to lead “from the balcony”
- How to use a set of diagnostic questions to lead “from the balcony”

### Module 4: Leadership Practices: A Self-Assessment

- Understanding your strengths and weaknesses as a leader
- Assessing yourself in the five leadership roles
- Knowing how you are viewed by others in your organization
- Developing personal improvement plans

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### **Module 5: Personal Productivity**

- How you currently use your time
- The barriers that keep you from managing your time more effectively
- The difference between the important and the urgent and how to schedule time for the time for the important
- To set professional goals to guide your use of time
- A systematic approach to managing daily events

### **Module 6: Fundamentals of High Performance Teams**

- The definition of a High Performance team and how it differs from traditional work groups
- The three elements of High Performance teams
- Four types of teams
- The stages of team development

### **Module 7: Performance Expectations**

- Learn to confront behavior that fails to meet your expectations
- Understand the importance of discipline and conformity in building high performance
- Develop a set of non-negotiables for those whom you lead
- Practice the skill of harnessing harmful behavior
- Apply the skill to back-home situations

### **Module 8: Empowering Others for Success**

- The difference between commitment and compliance motivation
- How leadership changes to create commitment
- The four principles of empowerment
- The elements of empowerment
- A matrix for identifying what people need in order to empowered
- A dialogue to transfer power to others
- A model of situational leadership