

Organizational Development

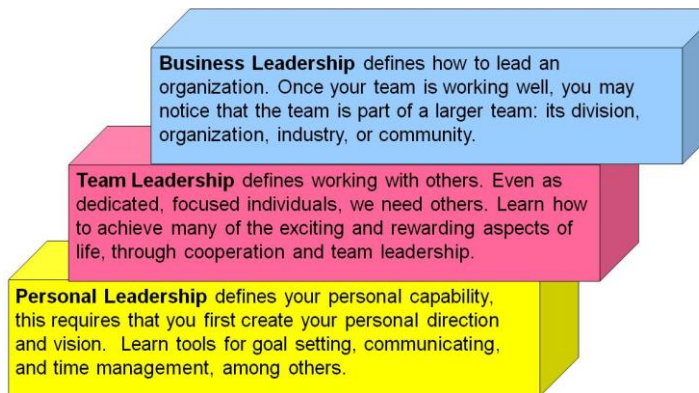
Organizational Leadership

Creating Capability

An important attribute of great project teams is not their ability to create charts, it is their attitude and desire to continually achieve new successes. Oftentimes we know what we need to do, yet want that extra boost of confidence, self-esteem, or drive to get the task done. This course provides that boost.

How You Benefit

From this five-day workshop, you learn how to be a successful Leader within your organization, learning techniques for personal, team, and organizational leadership.



Who Should Attend

This five day session is not a management session; it is a leadership session. An organization has many leaders that are responsible for the implementation of unique solutions that require their expertise; they are the owners and leaders of that solution.

This session is designed for all personnel who are involved with teams. Ideally we would like all members of our team to take a leadership approach to their part of a team's success.

Workshop Roadmap to Success

Module 1: Creating Personal Leadership

Leading yourself requires self-esteem, motivation and management, which you learn about and develop in this course. Leading yourself effectively makes you more efficient and confident in your job and in meeting life's personal goals.

The Nine Insights to Personal Success

1. **Personal Goal Setting** – Create personal and professional goals that are achievable and believable. These goals inspire you to grow and provide you with satisfaction.
2. **Leadership Core Values** – Understand the approaches used for centuries by great leaders to create outstanding results.
3. **Communication Excellence** – We all spend much of our time communicating. Learn how to communicate well, which is critical to leadership effectiveness.
4. **Time Efficiency** – Gain control of your time. Stop just responding to the demands of others: determine your priorities and use your time effectively.
5. **Emotional Intelligence** – Learn how conflict and challenge can help build individuals and teams. Understand your own emotional makeup.
6. **Managing Anger** – Learn how to deal not with anger, but to deal with the fears and concerns that have caused it. Create a long term solution.
7. **Building Strong Self-Esteem** – Gain and demonstrate self-confidence, building a positive atmosphere that motivates and inspires.
8. **Project a Strong Self-Image** – Great leaders have few limitations: they do not limit themselves. Learn to believe in your capability.
9. **Creating Consistency** – Realize that you are not two people: one at home, one at work. Define yourself, using your business drive to achieve personal success.

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

The Nine Interactions to Team Success

1. **Team Vision** – Find a common vision among team members, even those with differing objectives. Learn how to align your team.
2. **Interdependence** – A team succeeds or fails as a unit. Contribute to your team's success by discovering how teams depend on each other's successes and failures.
3. **Understanding Personality Styles** – Recognize and build upon team members' unique attributes to build a stronger team.
4. **Motivating Others** – Create an environment where team members achieve success through self-motivation. Learn why a leader's role is to develop the team.
5. **Resolving Conflicts** – Discover how conflict can be a positive influence in achieving team synergy. See how conflict allows lateral thinking and innovation.
6. **Negotiating Effectively** – Leaders are involved in many aspects of their company's business and technical successes. Negotiate effective technical options that make business sense.
7. **Coaching and Mentoring** – Leaders have followers, who are in turn are the company's future leaders. Build upon your long-term vision in mentoring and be a positive role model.
8. **Being an Adaptable Leader** – One single leadership method may not work with all team members or in all situations. Learn how to adjust your style and methods.
9. **Understanding Your Role** – In a team, every member is a leader in their own specialty. The last important interaction for being a leader is to understand your role.

Your team is always part of a larger team, whether that is a division, organization, community, or other group. And, as your team achieves success, members of the larger team are watching and learning. Learn the skills for being an executive.

Nine Foundations to Organizational Success

1. **Managing Value** – Discover what value is. See how your team members, manager, CEO and customers may have different definitions of what they value.
2. **Making Effective Decisions** – The decisions made in your team impact other teams. Learn how to make decisions that consider the overall long-term effects and not just the immediate ones.
3. **Managing Stress** – As we develop our leadership and influence, the impact of our decisions increases. Learn to have confidence in your personal direction.
4. **Embracing Change** – Organizations need to keep up with the demands of the changing economy. Learn how to manage dynamic teams, to stay competitive, and to lead and manage change.
5. **Creating Influence** – Even the greatest leaders have limited authority. Learn how to build your influence and the trust of other leaders to get the results your team expects.
6. **Using Business Etiquette** – As we progress as leaders, we gain access to higher levels in our organization and industry. Show that you can work at the next higher level in your organization.
7. **Managing Globally** – Global leaders embrace different cultures and create worldwide visions for their teams. Learn how to achieve unified organizational success.
8. **Strategic Planning** – Understand the elements for short-term planning that result in long-term success. Learn how to lead your organization towards one common vision.
9. **Customer Value** – Create a vision that moves beyond your organization, incorporating the customer as an active contributor to defining success.