

Accomplishing the Results You Want | 3 Days

Success is measured by results. Detailed plans and a captivating vision are important, but true accomplishment is in carrying your goals through to a winning outcome. In this course, you will learn how to strengthen your leadership voice and foster employee buy-in to exceed expectations and achieve the most positive outcome.

Who Should Attend

Executives, managers, and other professionals responsible for teams with results-driven goals.

Job Roles

- Personal Development
- Leader of Teams/Projects

Objectives

- Develop a leadership style that gets results
- Employ suitable motivation techniques for your team
- Adapt your communication style to use influence to drive direction
- Empower your team to get the results you want

Course Outline

Leadership Style Guide

- Exploring the 6 Leadership Styles

Motivation

- Understanding Varying Needs
- Framing Motivators and Dissatisfiers

Communication

- Applying Various Communication Styles
- Comparing the 4 Style Traits
- Adapting to Differing Communication

Strategy and Results

- Using Strategic Drivers
- Linking Strategy to Operations
- Relating Strategy to Results

Building a Better Team

- Driving Team Performance
- Developing Trust and Respect

Influence Skills

- Differentiating between Ethical and Unethical Influence
- Developing Your Communication and Reasoning Skills

Negotiation – Getting to Yes

- Understanding the Phases of Negotiation
- Developing Principal Negotiation Skills
- Planning Negotiation
- Dealing with Tough Questions
- Getting to a Mutually Beneficial Solution

Enabling Others to Act

- Empowering Others
- Managing the Workload
- Delegating to Workgroups and Teams
- Avoiding Wasted Time and Energy
- Following-Up to Ensure Success

Putting it All Together

- Assembling the Pieces to Achieve the Whole
- Applying Skills to get Results

Topic-specific, post-class materials to enrich your journey.

eBooks, On-demand Courses, Quick Videos, Personal & Team Assessments, Tools & Templates

more →

Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Content such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

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Reinforcement Videos

- The Five E's of Leadership featuring Martyn Redgrave
- The Value Of Setting A Long-Term Strategy featuring Anders Dahlvig
- Success at Execution is About Enabling Others featuring Harold Sirkin
- Closing Gaps to Execution featuring Stephen Bungay
- The Three Elements of a Great Execution featuring Ram Charan
- The Knowing-Doing Gap featuring Jeffrey Pfeffer
- Strategy 101: Focus on Assumptions featuring Peter Sheahan
- Empower to Go Faster featuring Steve Strout
- Execute Or Be Executed featuring Grattan Kirk
- Prioritize and Collaborate to Execute Strategy featuring Liz Mellon
- Why Organizations Fail to Execute on Their Strategy featuring David Rock
- Manage with a Microscope and a Telescope featuring Dominic Barton
- Strategy Versus Execution featuring Doug Conant

Book Summaries

- *The Three Rules: How Exceptional Companies Think* by Michael E. Raynor and Mumtaz Ahmed
- *Confronting Reality: Doing What Matters to Get Things Right* by Larry Bossidy and Ram Charan Blueprints
- *Advancing to the CEO Level: Best Practices and Strategies for Success* by Amy Brandt, Scott L. Kauffman and John Girard

Leader-Led Activities

- Leadership and Execution Discussion Guide
- Operations Plan Facilitation Guide
- The Team Facilitation Guide
- The Strategy Facilitation Guide
- Execution Culture Application Guide
- Linking Strategy to Operations
- Relating Strategy to Results

Self-Assessment

- Positive Leadership Behaviors

Business Impact

- Business Impact: Fostering a Business Execution Culture
- Business Impact: Inspiring Your Team

Challenge

- Challenge: Developing a Business Execution Culture

Tools

- Communicate to Execute
- Improving Business Execution
- Levels of Leadership
- Strategy Definition Summary
- Supporting Empowerment

Test

- Leadership Advantage Test Yourself: Developing a Business Execution Culture

Core Message

- Leadership Advantage: Developing a Business Execution Culture 3.0

Case Study

- The Leader's Role in Execution
- Fostering a Business Execution Culture
- Solving Strategy Problems
- Enable Employees to Execute
- Inspiring Your Team
- Strategic and Operating Plans

Key Concept

- Key Concept: The Business Execution Culture
- Key Concept: Strategic Essentials
- Key Concept: Enable People to Execute
- Key Concept: Involving and Empowering People
- Key Concept: Executing the Operating Plan

e-Books

- Building Engaged Team Performance: Align Your Processes and People to Achieve Game-Changing Business Results
- Implementation: How to Transform Strategic Initiatives into Blockbuster Results
- 5% More: Making Small Changes to Achieve Extraordinary Results

Videos/Courses

- Becoming an Accountable Professional
- Difficult People: Can't Change Them, so Change Yourself
- Forging Ahead with Perseverance and Resilience
- Building Trust to Develop Relationships that Deliver Results
- Ditch the Drama to Get Results
- Results Through Collaboration
- Get More Results: Pick Up Accountability and Let Go of Responsibility

