

LEADING FOR PERFORMANCE

Gone are the days when heroic, top-down leadership was considered key to driving business performance. Today's high-performing organisations have strong leaders from all levels and across all business functions – leaders who take a team-based, shared-responsibility approach to strategy execution. Strong leaders understand that the performance, morale, and retention of their people is directly tied to the quality of their working relationships with them. They appreciate that getting involved in their people's professional development and involving their people in decision making leads to real-world results. When leaders perform, people perform. And when people perform, businesses succeed. *Leading for Performance* is a high-impact program that better enables leaders to drive business performance through effective communication, employee selection, team building, coaching, conflict resolution, and more.

IGNITE TALENT

■ WORKING STYLES: DIMENSIONS OF SOCIAL STYLE

Working Styles: Dimensions of Social Style offers leaders proven interpersonal versatility skills for identifying the various Social Styles in the workplace, then adapting their own behaviour to work more effectively with direct reports and other coworkers, fostering a more productive, collaborative working environment.

OFFERING OVERVIEW

With the rise of global business, increased adoption of virtual collaboration, and ongoing introduction of new generations into the workforce, today's workplace is more culturally, behaviourally, educationally, and philosophically diverse than ever before. To ensure that their work units remain productive and contribute to the execution of an organisation's business strategy, new and developing leaders need to promote interpersonal versatility among team members and colleagues.

OFFERING DETAILS

Working Styles is a practical, one-day, facilitator-led leadership effectiveness program. It is designed to give organisations a sustainable competitive advantage based on a proven framework of interpersonal communication tools and skills that are necessary for understanding and working with individual differences in a variety of professional situations.

Based on assertiveness and responsiveness, the Social Styles model consists of four distinct interactive styles:

Driver, Analytical, Amiable, and Expressive. Leaders learn the concepts and skills they need to identify other people's Social Styles, recognise and appreciate the strengths of each style, and develop the interpersonal versatility to effectively adapt their behaviour to each style.

After learning many of the nuances around each style and exploring the power of interpersonal versatility, participants are better able to describe the effects of perception and habit on the interpretation of behaviour – and recognise their own comfort zones. They can also quickly identify, and therefore leverage, the unique strengths of each Social Style present within their business units. Outcomes include reduced relationship tension and enhanced communication and productivity.

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