

## LEADING FOR PERFORMANCE

Today's employees don't respond to a manager who gives direction, but rather commit to a leader who asks for their help in setting direction. And today's business doesn't wait for decisions to go up and then back down the chain of command. It needs empowered leaders at all levels. 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* enables organisations to ensure their leaders can drive business performance through effective communication, employee selection, team building, coaching, conflict resolution, and more.

## IGNITE TALENT

### CREATING AN EMPOWERING ENVIRONMENT

*Creating an Empowering Environment* offers invaluable insights into how empowering employees to make decisions and take risks infuses new ideas, competence, and confidence into everyday work life. Participants learn how to overcome the hesitancy to empower people and learn best practices for doing so.

#### 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, leaders need to extend a certain level of decision-making power to their people. This explicit vote of confidence and indication of trust contributes to the development of high-performing teams that can better respond to ever-evolving business needs, priorities, and interests.

#### OFFERING DETAILS

*Creating an Empowering Environment* is a practical, one-day, facilitator-led leadership effectiveness programme. By participating in a variety of activities, learners discover that organisations have no shortage

of new ideas but often seem hesitant to implement them. This hesitancy can easily get in the way of an organisation's ability to be forward-thinking, and therefore competitive, in today's highly dynamic business environment.

Empowerment provides people with a positive view of change, as well as tools to shape, rather than fall victim to, the future.

After experiencing this program, learners have the knowledge, skills, and abilities to:

- Assess the true risks associated with empowering others
- Adopt leadership practices that empower successful risk takers
- Initiate a work environment that supports successful risk taking
- Develop coaching skills to support risk-taking success
- Create a risk-taking support plan

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