

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

MEETING LEADERSHIP CHALLENGES

Meeting Leadership Challenges offers invaluable insights into the many challenges managers face as effective leaders. Participants learn about the responsibility and accountability inherent to leadership positions, explore the many nuances around leading people in today's dynamic workplace, and examine the leadership needs of their associates to create a work environment that ensures both performance and long-term fulfillment.

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 develop a thorough understanding of the challenges associated with contemporary leadership.

OFFERING DETAILS

Meeting Leadership Challenges is a practical, half-day, facilitator-led leadership effectiveness program. By participating in a variety of activities, learners gain an appreciation for the challenges of leadership, both from a management perspective and from an individual associate's point of view. Participants explore the conditions that influence high performance, and what they need to do as leaders to create optimal conditions.

By exploring the conditions for creating high performance, participants begin to make connections about effective leadership:

- Effective leaders take action to provide for growth that leads to ongoing performance.
- Leaders must focus both on performance and fulfillment to develop and retain high performers.
- Leaders must ensure that their associates can answer five key questions to provide the focus and motivation for success.

With this in mind, a contemporary definition of leadership is introduced – one that shifts the managerial focus away from simply managing productivity toward managing the conditions under which team members take on greater responsibility for achieving outcomes/results. Finally, learners apply these concepts both to their work units and to themselves as effective leaders.

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