

LEADERSHIP DEVELOPMENT

TAILORED TO MEET THE SPECIFIC NEEDS OF YOUR ORGANIZATION

LEADERSHIP: YOU HOLD THE POWER

Your organization's senior leaders set the vision, carry out the mission, and relay the organization's values. Your customers deserve those values and ethics to be set high and that comes through in your workforce.

Your organization's leadership should balance the needs of all your stakeholders. Your leaders should also ensure the creation of strategies, systems, and methods for achieving performance excellence, stimulating innovation, building knowledge and capabilities, and ensuring organizational sustainability.

The strategies your leaders define should help guide all of your organization's activities and decisions. Senior leaders should inspire and encourage your entire workforce to contribute, to develop and learn, to be innovative, and to embrace meaningful change. Senior leaders should be responsible to your organization's governance body, insomuch as for the actions and performance of every team member. Leadership is ultimately to all your stakeholders. As leaders, you hold the power to exude the ethics, actions, and performance you expect in your people.

Senior leaders should serve as role models and their personal involvement in planning, providing a supportive environment for taking intelligent risks, communicating, and motivating the workforce is largely dependent upon their ability to coach. Your organization's performance is entirely reliant on the primary standards for excellent, while building future leaders, impacting commitment and loyalty throughout your organization.

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THREE ESSENTIAL ELEMENTS

Achieving the highest levels of organizational performance requires a well-executed approach to organizational and personal learning that includes sharing knowledge via systematic processes.

Leadership is an action, a process, and requires continuous effort. Therefore, to ascertain the highest and best use of the tools, methods, and learning systems acquired in this Leadership Development Program are designed to use repeatedly, on a continuous, as-needed basis.

ORGANIZATIONAL LEARNING

Organizational learning includes both continuous improvement of existing approaches, insomuch as alignment or realignment of innovation - that which includes planning and execution of new goals, continuous process improvement, and updating objectives as the business life cycle continues to evolve.

ATTENTION TO ATTITUDES

To create and sustain a preferred environment (aka culture), it is critical that the organizational leader understands how attitudes are formed and how those attitudes impact productivity, efficiency, and effectiveness. It is the leaders responsibility to be acutely aware of each team member's expressed, inherent, and implied attitudes.

INTERPERSONAL SKILLS

A leaders level of effectiveness is directly influenced by his or her interpersonal skills. Oftentimes viewed as soft skills, the most effective leaders take advantage and effectively use his or her interpersonal skills continuously.

GOAL SETTING

Leadership involves the process of providing organizational direction while ensuring all necessary objectives are being met. Effective goal setting tools and processes are key to achieving individual, team, and organizational goals most effectively -- to maximize the organizations overarching objectives.

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CORE VALUES & CONCEPTS

High performing organizations recognize foundation core values are the driving force behind effective leadership execution. As such, by integrating these concepts at the foundational level, all other key organizational systems operate more efficiently. Our framework is based on results-oriented models that integrate basis for action, accountability, and sustainability.

THE PROCESS

Effective leadership includes customer-driven excellence, organizational and personal learning, and valuing workforce members. Leaders must be flexible, agile, and focused on the future. As such, managing by innovation is cornerstone to our leadership development process because managers and leaders must lead/manage by fact while taking into account soft skills. In turn, the [Leadership Development Program](#) focuses on creating value and processes from a systems perspective.

This [Leadership Development Program](#) is a structured, but flexible program delivered through our Learning Management System and supplemented by prearranged regular scheduled live training. This pragmatic approach to leadership growth is designed to help individuals develop the attitudes, skills, and qualities necessary for personal and organizational leadership. IT is also focused on fine-tuning those skills needed to work most effectively as a team in the organizations and customer's best interest.

PERSONAL LEARNING

The success of your workforce members—including your leaders—depends increasingly on the opportunity to learn and practice new skills. Personal learning can result in 1) a more engaged, satisfied, and versatile workforce that exudes increased loyalty to your organization, 2), cross-functional learning for your organization, 3) a continuous upgraded repository for knowledge assets, and 4) an environment for innovation.

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CRITICAL ISSUES COVERED

- Leadership Comes from Within
- Authority and Power
- Types of Formal Leadership
- Directing Change
- Behavior & Conditioning
- The Value of Mistakes
- Criteria for Effective Goal Setting
- Obstacles to Your Success
- Overcoming Obstacles to Change
- Courage
- Planning with a Purpose
- Delegation & Management
- Communication & Human Relations
- Motivation
- Decision Making & Problem Solving



RESULTS ARE MEASURABLE

- More Control of Your Future
- Increased Revenue
- Increased Profitability
- More Personal Time & Freedom
- Clear, Focused Direction
- Enhanced Leadership Ability
- Results-Oriented Attitudes
- Developing Your Team
- Creating a Vision for Personal
- Direction & Decision Making
- Living Your Purpose

DESIGNED FOR IMMEDIATE & SUSTAINABLE SUCCESS

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The Leadership Development Program and Learning Management System (LMS) become proprietary client-specific information and access for future continued use (without an expiration date)

In addition, live facilitation is delivered with specific attention to your organization's, your leadership team, and your executive team's goals and objectives.

Upon conclusion of your program, you will have the tools you need to capitalize on the power of your leadership and continue to grow your management team, insomuch as continuously improve the quality of work provided by your front-line staff



Contact our team at team@forleadership.org
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Dr Beaman may be reached directly at
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Book directly on her calendar, rather than waiting for a reply.

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ASSOCIATION FOR LEADERSHIP PRACTITIONERS