LEADERSHIP SKILLS & STYLE DEVELOPMENT FOR FRONT-LINE LEADERS

Our virtual **Leadership Skills & Style Development (LSSD)** program is proven to provide participants with personal insights, key concepts, critical skills & practices to bring out the best in employees and drive performance. Leaders will learn, put into practice & share best practices to better match their leadership approach to the performance needs of the organization and the maturity, motivational and skill levels of their associates. Class size is limited, interaction is high and the program "Learn-Do-Share" format allows participating leaders to put new ideas into practice "real-time" through the four (4) week program.

Upcoming Workshops
TBA

Location
Online GoToMeeting

Program Includes:
Four online learning events, PDFs of all instructional material, four application exchanges & post-session coaching

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Leading & Managing Others

- Specific concepts, tools and techniques to gauge the needs of associates and deliver the most effective form of leadership: Direction, Coaching, Delegating-Situational Leadership & Counseling/Participating

Personal Style & Interpersonal Skills

- Assess strengths & growth areas. Learn to appreciate & work with different work styles. Confront leadership blind-spots. Strengthen communication effectiveness, assertiveness, building rapport & listening skills

Work Unit Performance Improvement

- Learn to isolate and improve critical factors that impact employee performance and morale. All take-aways and learnings are linked to performance improvement.

An application and output-driven program ensuring you leave with:
- Deeper insight into yourself as a leader and what's important for your success
- Know how to improve factors that impact associate performance
- An understanding of when, how, and with whom to apply the appropriate leadership approach
- The tools, assessments and reference manual to ensure on-the job implementation of the improvement plans created during the workshop.

This is a modularized, online intensive, interactive, applied and personalized learning experience for managers, team leaders and front-line leaders—key people on the front-line of leadership. We provide participants with the leadership, team and personal skills needed to have a positive impact on others and on performance. You'll spend the majority of time focusing on what's important to you, your future and your company—not theory.

On-Line **Leadership Skill & Style Development** Program

THE LEAD INSTITUTE

Our virtual Leadership Skills & Style Development (LSSD) program provides a strong foundation for developing leaders and concrete tools for them to put into practice. Supervisors, Front-line-leaders, team leads, managers and new leaders find this program highly applicable to their situation. LSSD helps leaders achieve greater levels of performance by more effectively matching their leadership to the needs of their people. Class size is limited, interaction is high and the program design allows participating leaders to put new ideas into practice "real-time", during the program as well as after the four (4) week program. $1075.00 per leader.

4 Learning Units over 4 Weeks.	Learning Event: 4 hr On-line Interactive Training	Independent Application & Learning Activities. (Approx 90min commitment).	Application & Learning Exchange-45min.
Learning Unit #1: Motivating, DiSC Leadership & Interpersonal Effectiveness	Program overview, expectations and goal setting. ‣Getting the most from the Online Training Hub ‣Motivation and motivating by "filling buckets" ‣DiSC Leadership Style Assessment, Learning & Personal Effectiveness Planning ‣Learning to adapt and flex your style.	Templated assignments that help participants apply what they have learned, plan next steps and actively learn from their experiences during the program.	Each learning event starts with learning exchange in virtual small group break-out rooms where participants: ‣ Look back and discuss last week's actions ‣ Share their application/learning assignments. ‣ Offer support, input and peer coaching.
Learning Unit: #2: High Performance Work Climate & Situational Leadership	Creating a high performance environment & building associates into high performers ‣Climate assessment & action planning ‣Situational Leadership Concepts Lab & Assessments ‣Motivating Performance Systems; making work as motivating as sports	Templated assignments that help participants apply what they have learned, plan next steps and actively learn from their experiences during the program.	Each learning event starts with learning exchange in virtual small group break-out rooms where participants: ‣ Look back and discuss last week's actions ‣ Share their application/learning assignments. ‣ Offer support, input and peer coaching.
Learning Unit #3: Setting DIRECTION & Building PROFICIENCY	The role and activities of a leader in setting direction, expectations & being an effective coach. ‣Goals, Objectives and goal setting & score cards ‣Creating a Performance Map ‣6 Step Coaching Process for Building Proficiency ‣Giving Effective Positive & Constructive Corrective Feedback.	Templated assignments that help participants apply what they have learned, plan next steps and actively learn from their experiences during the program.	Each learning event starts with learning exchange in virtual small group break-out rooms where participants: ‣ Look back and discuss last week's actions ‣ Share their application/learning assignments. ‣ Offer support, input and peer coaching.
Learning Unit #4: EMPOWERING & DELEGATING	Developing staff into independent critical thinkers and effective Delegation. ‣Listening Skills ‣G.R.O.W coaching approach ‣Team Empowerment Mapping ‣Delegation Failure-mode Analysis ‣The "Eisenhower" method	Templated assignments that help participants apply what they have learned, plan next steps and actively learn from their experiences during the program.	Each learning event starts with learning exchange in virtual small group break-out rooms where participants: ‣ Look back and discuss last week's actions ‣ Share their application/learning assignments. ‣ Offer support, input and peer coaching.