Getting Into Leadership Shape™

A TWO-DAY WORKSHOP FOR EMERGING AND EXISTING LEADERS

Learn how to:

- Become a more confident and courageous leader
- Develop more integrity and accountability
- Strengthen relationships through improved listening, questioning, and communication strategies
- Improve trust and respect in yourself and your team
- Become a leader of influence that creates more employee engagement, empowerment, and enthusiasm
- Plan and prioritize projects, goals, and activities
- Learn to control emotions and manage conflict

Are you a leader of influence that others turn to for advice?

Are you trusted and respected by others? How do you know?

Do you have strong people skills to carry you to the next step?

Are you a good listener and motivator of people?

Save the date!

Public program
Wednesday and Thursday,
November 29 and 30, 2017
Registration open: 8:00 a.m.
Program: 8:15 a.m. – 4:45 p.m.
both days
19647 Solar Circle, Parker, CO 80134
Space is limited to 12 participants

Or choose your date, your facility, your people, anytime!
Ed@theemployersedge.com

THE EMPLOYERS EDGE

19647 Solar Circle, Suite B201
Parker, CO 80134
303-708-8160

www.TheEmployersEdge.com

The revolutionary Employers Edge **Getting Into Leadership Shape™** for "emerging leaders and managers" helps people in the workplace develop the skills necessary to effectively lead and work with others. Through interactive coaching groups and experiential learning activities, participants master the eight core competencies from the book "Getting into Leadership Shape" by Ed Beard and Janet McCracken.

Participants are asked to complete the **Talent Traits™** assessment prior to the training. In the training session, participants will gain an awareness about how others in the workplace perceive their leadership strengths and weaknesses.

Agenda includes:

Includes: Two-day training session, training materials, the **Talent Traits™ Assessment,** and a **follow up coaching session** for each Participant. $1,795 p/p

LEAD WITH TRUST & RESPECT
Can someone trust your competence and your intentions?
- What causes people to trust or distrust - Discussion
- The eight key leadership competencies defined – Self assessment
- Building trust - expand your connection exercise
- Recognizing the four types of false respect – fear, entertainment, know-it-all, and control
- How to be more honest, direct, and respectful in our communication with others – Exercise

LEAD WITH COURAGEOUS CONFIDENCE
Are you making the move or controlling the fall?
- Understanding how others perceive you and how to change perceptions – Talent Traits™ debrief
- Create a personal leadership development plan – Individual exercise

LEAD WITH COMMUNICATION AND MANAGE CONFLICT
Are you a "ME monster" who talks more than you listen?
- How to recognize when you have a communication problem
- Questioning exercises - The "ME" monster and Opinion Exercises and Video
- How to "Listen Backwards" – Group exercise
- Understanding Your Conflict Style – Self-discovery
- Anger and assumptions - How to stop an "interpretation" that leads to relationship conflict
- Practical strategies for improving communication with others

LEAD THROUGH INFLUENCE
If you have no followers, are you really leading?
- The 4 pillars of Influence: motivating, coaching, vision defining, and enthusiasm
- Research on Employee Engagement and Motivation
- Learning to give verbal praise and appreciation
- Understanding the seven motivational styles of your team and creating a "motivation plan"

LEAD WITH INTEGRITY AND ACCOUNTABILITY
Do you take responsibility for your mistakes, or blame others?
- Understanding your leadership values – How your values and behaviors line up
- Understanding the accountability playing field
- Holding yourself and others accountable to goals
- The Blame Game exercise
- The five step formula for holding others accountable exercise

LEAD WITH A FOCUS ON THE FUTURE AND SELF-DISCIPLINE
Do you control your time and emotions in the interest of getting things done?
- Developing and aligning goals to the department and organization – the four types of goals
- Identifying your "high-payoff activities" and empowering others through task management and delegation
- Using the "emotional triggers tracker", goal planning worksheet, and "habit tracker" for improved results

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