

## **Leadership Workshops**

LRI offers an outstanding series of leadership and management workshops that we can deliver either directly or as train-the-trainer. We prefer to offer our workshops in a series, working with a specific cohort of managers to develop their skills over a series of 4-6 workshops.

Our line-up of workshops includes:

### **Change Management 101**

How do you effectuate change inside organizations? What are the best practices? Traps to avoid? This workshop provides leaders with the tools necessary to take their teams and organizations through major transitions.

Using tools, exercises, and case studies, participants learn how to:

- Navigate the five stages of change
- Implement the key factors of effective change management
- Understand the performance development life cycle
- Manage change at three different levels: strategic, process, people
- Use the GROW model to facilitate effective conversations about change

#### **Audience:**

Leaders, managers, supervisors

#### **Length of workshop:**

2-4 hours

#### **Materials provided:**

Workbook, password access to online tools

### **The Trust Equation**

How do leaders build trust? What is the underlying neuroscience of trust? What specific behaviors build trust in teams or erode trust? In this workshop, participants focus on specific practices that build trust and create high-performing teams.

Using tools, exercises, and case studies, participants learn:

- The value of appreciative feedback
- The importance of setting clear expectations
- Strategies for creating psychological safety

**Audience:**

Leaders, managers, supervisors

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, tools, plus password access to online tools

**Facilitating Effective Discussions**

Learn how to use the GROW model to effectively guide groups in a productive discussion, from framing a problem or defining a goal to decision and action. Given the importance of retaining key staff, this coaching model can help leaders make the most of developmental opportunities.

Using tools, exercises, and case studies, participants learn how to:

- Use the GROW model to facilitate effective conversations
- Discuss complex issues in a way everyone understands
- Understand the habits of highly effective facilitators
- Improve how tough decisions are assessed and implemented
- Ask powerful questions at each stage of the GROW model

**Audience:**

Leaders, managers, supervisors

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, plus password access to online tools

**Managing for Performance**

What tools can a manager use to align individuals and teams around common goals? Learn how to create effective performance measures and scorecards tied to core values, how to develop individual development plans, and how to give both appreciative and constructive feedback.

Using tools, exercises, and case studies, participants learn to:

- Cultivate “learning loops” within their team
- Develop effective performance measures
- Create scorecards tied to core values
- Manage an individual development plan
- Know how and when to give constructive and appreciative feedback

**Audience:**

Leaders, managers, supervisors

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, tools, plus password access to online tools

**Understanding Communication Styles**

This workshop on communication styles teaches leaders, managers and teams how to be aware of their communication style and improve their interactions with others. This workshop is particularly useful for those who work in people-intensive environments. Based on the book, *Straight Talk: Turning Communication Upside Down for Strategic Results at Work*.

Using tools, exercises, and case studies, participants learn to:

- Identify one's own leadership style
- Learn how one's style affects others
- Work with different styles
- Improve one's interactions with others
- Identify the style of others
- Flex one's leadership style to be more successful
- Become a more effective leader

**Audience:**

Leaders, managers, supervisors, and teams

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, tools, plus password access to online tools and Straight Talk® survey

**How to Manage Effective Decisions**

This workshop on decision-making teaches leaders how to make sound decisions. You'll learn the five types of decisions and the three steps to a flawless decision.

Participants learn:

- The five types of decisions
- Managing effective decision processes
- When consensus is appropriate – and how to achieve it
- Using “deep consultation”
- The “Chain of Resolution”
- Techniques for making tough decisions

- Multi-lateral decision-making involving independent entities

**Audience:**

Leaders, managers, supervisors

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, password access to online tools

### **Strategic Planning**

This workshop engages leaders in appreciating the power of strategic planning to align the organization around purpose, priorities, and positive change—and equipping them with tools for advancing a successful strategic planning process.

Participants learn:

- The value of strategic planning
- Strategic planning as a change management process
- What is strategy? Tools for strategic thinking
- Approaches to staff engagement
- Terms and tools for building a strategic plan
- Effective ways to link strategic planning with action planning and implementation monitoring

**Audience:**

Leaders, managers, supervisors

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, password access to online tools

### **Building Effective Teams**

This workshop takes leaders through the key phases of team development. It covers the five habits of highly effective teams and assists leaders in understanding their role in the development of teams. It also includes an assessment tool to determine the current level of performance of the team and strategies to move teams to higher performance and results.

Participants learn:

- The 5 Habits of Effective Teams
- The stages of team development
- How to assess teams

- Strategies to move teams to higher levels of effectiveness

**Audience:**

Leaders, managers, supervisors, and teams

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, password access to online tools

### **Resolving Conflict at Work**

This workshop teaches leaders and managers productive conflict resolution – before it creates pain and expense for the organization. You’ll gain insight into the dynamics of conflict resolution and how to use Straight Talk<sup>®</sup> to break the conflict cycle. Using case studies, you’ll discover the most effective strategies for resolving conflicts quickly.

Participants learn:

- The productive value of conflict
- How to minimize inter-personal conflict
- The importance of addressing conflicts early on
- How to identify assumptions
- How to defuse personal tensions by focusing on assumptions
- How to resolve conflicts productively using the “chain of resolution”

**Audience:**

Leaders, managers, supervisors, and teams

**Length of workshop:**

2-4 hours

**Materials provided:**

Workbook, password access to online tools

### **Building an Effective Organizational Culture**

What distinguishes a great organizational culture? What should leaders focus their attention on? In this workshop, participants focus on ten practices that build trust, spark innovation, and create a high-performing organizational culture. Based on the book, *The Leadership Equation*.

Using tools, exercises, and case studies, you’ll learn how to:

1. Align the core values
2. Sharpen the focus
3. Lead through others
4. Manage decisions well

5. Accelerate the pace of change
6. Stimulate creative flow
7. Spread systems thinking
8. Multiply the communication
9. Start with yourself
10. Ask powerful questions

**Audience:**

Leaders, managers, supervisors, and teams

**Length of workshop:**

The workshop can be customized to meet your organization's needs. Each of the ten modules typically requires a minimum of 2-4 hours.

**Materials provided:**

Workbook, password access to online tools