

## **LRI LEADERSHIP WORKSHOPS (Partial List)**

Updated November 22, 2019

### **A. Building High-Performing Organizations**

- 1) The underlying features of high-performing organizations
- 2) The importance of trust and innovation
- 3) 10 competencies that create high-performing organizations
- 4) The definition of core values and why they are important
- 5) Translating core values into performance
- 6) Strategies for motivating people
- 7) How to inspire high levels of performance

### **B. Building Effective Teams**

- 1) The 5 Habits of Effective Teams
- 2) The stages of team development
- 3) The value of appreciative feedback
- 4) The importance of setting clear expectations
- 5) Strategies for creating psychological safety
- 6) Strategies to measure team effectiveness

### **C. Facilitating Effective Meetings**

- 1) Types of meetings
- 2) Developing effective agendas
- 3) Meeting ground rules
- 4) The leader as facilitator
- 5) The role of the scribe
- 6) Using the GROW model to facilitate effective meetings

### **D. The Leader as Coach**

- 1) How to view your role as a manager-coach
- 2) Looking beyond current performance to potential performance
- 3) How to manage a coaching conversation
- 4) The value of individual development plans
- 5) How and when to give constructive and appreciative feedback

### **E. Straight Talk® Communication Styles**

- 1) Identify one's own leadership style using the Straight Talk® system
- 2) Learn how one's style affects others
- 3) Flexing one's style to be more successful with different styles
- 4) Group and team styles

### **F. Decision Making**

- 1) The five types of decisions
- 2) The three levels of delegations
- 3) Leading and managing effective decision processes
- 4) When consensus is appropriate – and how to achieve it
- 5) Using deep consultation
- 6) Techniques for making tough decisions

## **G. Change Management**

- 1) The 6 key factors of effective change management
- 2) Strategies for identifying how much change to undertake
- 3) The stages of change
- 4) Tools for aligning people and teams around change
- 5) Identifying and dealing with resistance

## **H. Strategic planning**

- 1) The value of strategic planning
- 2) What is strategy? Tools for strategic thinking
- 3) Approaches to staff engagement
- 4) Terms and tools for building a strategic plan
- 5) Action planning and implementation monitoring

## **I. Business Process Improvement**

- 1) How to identify and map business processes
- 2) Engaging teams to identify “as is” and “to be” states
- 3) Developing effective process measures
- 4) Using “learning loops” to drive continuous improvement