Leadership Workshops

LRI offers an outstanding series of leadership and management workshops that we can deliver virtually or in person. All of our workshops are highly engaging. Most workshops can be delivered in two hours.

Our line-up of workshops includes:

Straight Talk® – Working with Different 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 and exercises, participants learn how to:

- Identify one's own communication style
- Work with different styles
- Improve one's interactions with others
- Identify the style of others
- Flex one's style
- Leverage one's style to lead and manage

Audience:
Leaders, managers, supervisors, and teams

Length of workshop:
2-3 hours

Materials provided:
Straight Talk® survey, workbook, tools, plus password access to online tools

Straight Talk® – Managing Conflicts in Teams

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® to break the conflict cycle. Using case studies, you'll discover the most effective strategies for resolving conflicts quickly.

Using tools and exercises, participants learn how to:

- 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 hours

Materials provided:
Workbook, password access to online tools

Straight Talk® – Appreciating and Leveraging the Styles on Your Team

This workshop helps teams and team leaders gain insights into their teams, based on their communication styles. It builds on the introductory Straight Talk® workshop by helping team members appreciate how different styles on their team like to operate - and how to leverage different styles in different situations. This workshop is particularly useful for teams where members are dependent on one another to achieve team objectives. Based on the book, *Straight Talk: Turning Communication Upside Down for Strategic Results at Work.*

Using tools and exercises, participants learn how to:

- Identify their team's predominant communication style
- Gain insights into the dynamics of their team
- Appreciate the perspectives of different styles
- Leverage the styles of different team members to achieve desired objectives

Audience:
Leaders, managers, supervisors, and teams

Length of workshop:
2-3 hours

Materials provided:
Straight Talk® survey, workbook, tools, plus password access to online tools

Managing Effective Decision-Making Processes

What are the types of decisions? When is each type appropriate to use? What are the drawbacks of each approach? Decision-making is one of the most important things that a leader does – and one of the least understood. Participants in this workshop learn how to define different types of decisions and some of the common assumptions that lead to poor decisions.

Using tools and exercises, participants learn:

- The five types of decisions
- The three levels of delegation

- The role of assumptions – and types of assumptions
- When consensus is appropriate – and how to achieve it
- 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

Focus and Trust in Teams

How do you measure effective teams? What are the underlying habits that distinguish the best teams? This workshop helps leaders appreciate the importance of two dimensions – focus and trust – in building teams. 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 levels of performance.

Using tools and exercises, participants learn:

- Strategies for building focus and trust
- The 5 Habits of Effective Teams
- The stages of team development
- How to assess teams on the focus/trust matrix

Audience:
Leaders, managers, supervisors, and teams

Length of workshop:
2 hours

Materials provided:
Workbook, password access to online tools

The Leader as Coach

What tools and practices do leaders use to effectively coach and develop people? In this workshop, participants learn how to orient themselves to be coaches, to lead through inquiry, and how to effectively guide a coaching conversation. 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:

- Establish the preconditions for effective coaching
- Use the GROW model to facilitate effective coaching conversations
- Discuss complex issues in a way everyone understands
- Understand the habits of highly effective facilitators
- Ask powerful questions at each stage of the GROW model

Audience:
Leaders, managers, supervisors

Length of workshop:
2 hours

Materials provided:
Workbook, plus password access to online tools

Motivating Performance, Accountability and Follow-Through

What tools can a manager use to motivate performance? How do you align individuals and teams around specific objectives and milestones? How do you give effective feedback? What are the 4 steps to motivating performance?

Using tools and exercises, participants learn how to:

- Define what needs to get done
- Set team "operating principles"
- Facilitate effective team updates
- Give constructive and appreciative feedback
- Cultivate "learning loops" within their team

Audience:
Leaders, managers, supervisors

Length of workshop:
2 hours

Materials provided:
Workbook, tools, plus password access to online tools

Strategic Thinking and Planning

What are the key questions that strategic leaders need to ask? How do you facilitate effective strategy sessions? How do you pivot from thinking to acting strategically? This workshop engages leaders in the power of strategic thinking—and equips them with tools for advancing a successful strategic planning process.

Using tools and exercises, participants learn:

- Tools for strategic thinking
- Strategic planning as a change management process

- Terms and tools for building a strategic plan
- How to link strategic planning with action planning and implementation monitoring
- Approaches to engaging and building buy-in with internal and external stakeholders

Audience:
Leaders, managers, supervisors

Length of workshop:
2-4 hours

Materials provided:
Workbook, password access to online tools

The Leadership Equation

How do leaders build trust? How do they spark innovation? What are the underlying skills and practices of effective leaders? In this workshop, based on the book *The Leadership Equation*, participants focus on specific practices that build trust, spark innovation, and create high-performing teams.

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

1. Build and align the organization's core values
2. Sharpen the organization's focus
3. Lead through others
4. Manage decisions well
5. Accelerate the pace of change
6. Stimulate creative flow
7. Spread systems thinking
8. Create effective communication channels
9. Ask powerful questions
10. Leverage your strengths

Audience:
Leaders, managers

Length of workshop:
Delivered in 10 modules; each module is 1-2 hours
The workshop can be customized as a series to meet your organization's needs.

Materials provided:
Workbook, tools, plus password access to online tools