

# LEADERSHIP DEVELOPMENT WORKSHOPS

## ENGAGING LEADER SERIES (ELS) Building Leader & Employee Engagement

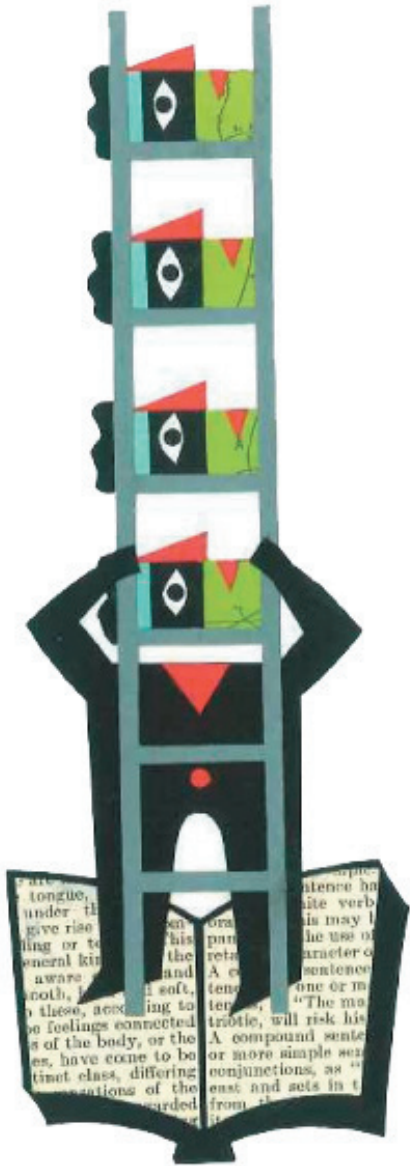
The Engaging Leader Series (ELS) is an applied learning development program which systematically builds leaders' competency in engaging others. We have developed this series to support the growing recognition that leaders play a powerful role in influencing employee commitment, satisfaction and high achievement. Our belief is that leaders are either increasing employee engagement, or they are decreasing it. There is no middle ground.

The underlying premise of this program is that new skills are required to lead to a more highly educated workforce that values involvement, job satisfaction, and contributing lasting value to the organization.

### HERE'S WHAT RECENT PARTICIPANTS HAD TO SAY:

*"This workshop helped me apply the tools and develop relationships and opportunities to build trust and build engagement from all levels of leadership. I found the workshop required a real commitment of time in the end I believe highlighted the power of a new and refreshing way of engaging people to create value propositions." - Project Leader*

*"I enjoyed the interactions, the open communications and honest feedback and the ability to call them and bounce ideas off them. The Instructors were top-notch, they bring passion and fun into the class, and they have vast knowledge and insight on tangible, applicable and effective tools they have learned through their careers. I did not once find the day a waste of time, each day I took something back to my office that I would try and apply. Great Course!" - Functional Manager*



# DESCRIPTION

## The content areas of the ELS series include:

- Building Trust & Effective Relationships
- Inclusion - leveraging the power of groups
- Driving Results through engagement and flawless execution
- Driving Change for Results
- Coaching - leveraging the power of the individual

## This content is embedded in a program design that emphasizes:

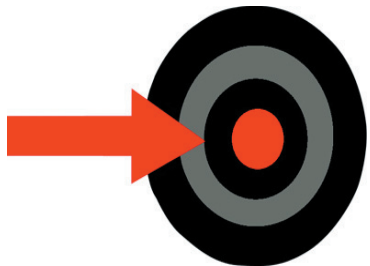
- Utilizing Individual 360° assessment information within each learning session
- Immediate application of learning
- Individual coaching support
- Involvement of participants' leaders in supporting new behaviors

***“Differences in the quality of leadership explains as much as 45% of an organization’s performance.”***

(Day and Lord, Journal of Management, Volume 14, 453-464)

## KEY PROGRAM SUCCESS FACTORS

- Individual assessment data incorporated into program
- Immediate application of learning with employees and organizational systems
- Individual coaching support
- Involvement of participants' leaders in supporting new behaviors
- Capstone Integration Activity
- Ongoing Feedback



## WHO SHOULD ATTEND?

- Functional Directors & Managers
- Line Managers
- Project Leaders
- Front-line Supervisors

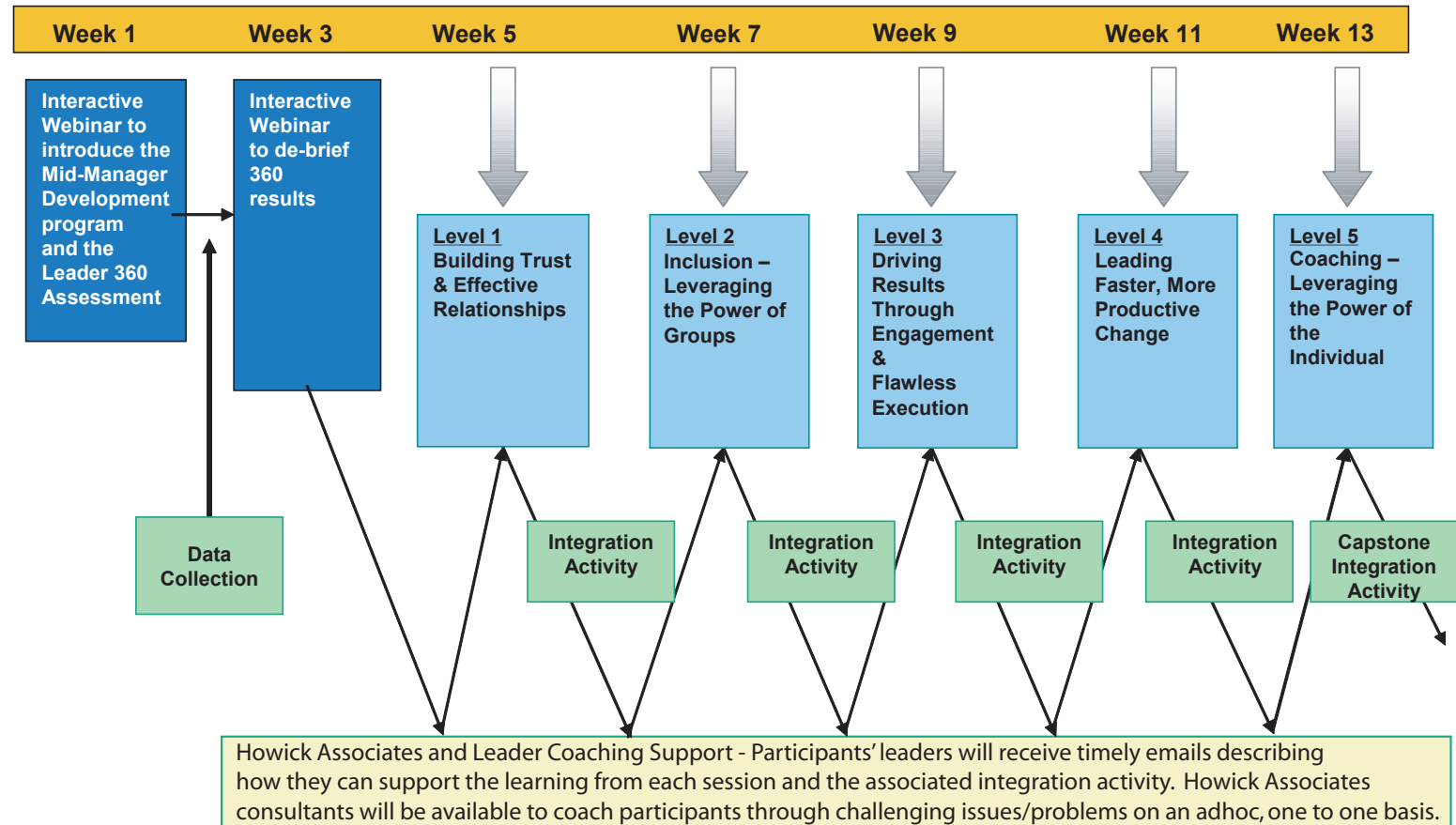


# WHAT'S DIFFERENT ABOUT THIS WORKSHOP?

**Capstone Activity:** The program participants will select a team-based project to work on outside of and throughout this program. This will be a cross functional / cross business project of relatively small scope that allows participants to actively practice the tools and methods in the program while accomplishing meaningful and real work project. Project lessons and results will be available for others, including senior leaders, to review and discuss, with the course participants.

## A successful participant in the Engaging Leader Series is one who...

- Offers insights and examples which clearly illustrate conceptual understanding
- Routinely uses classroom ideas in real work applications
- Consistently follows thru on assignments
- Willingly volunteers for team assignments
- Genuinely displays a "can do" optimistic approach to solving problems
- Is viewed by others as a leader in team situations
- Listens carefully to the views of others
- Treats familiar topics as opportunities to help others better understand the material



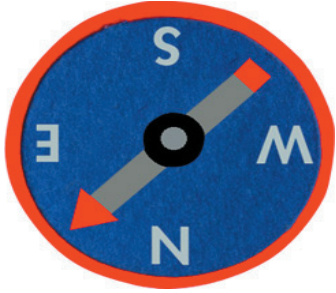
# TOOLS

## The Engaging Leader Series provides practical hands-on tools for immediate use:

- Social Style "game plan" to improve a targeted relationship
- 360 Feedback report
- The New Compleat Facilitator
- The Engagement Pyramid and five change tools
- Project Initiation Workshop template
- G.R.O.W. coaching model
- Wide Cause Analysis tool
- Stakeholder Analysis tool
- Communication Planning tool

## ORGANIZATION'S BENEFITING FROM THESE TYPES OF LEARNING EXPERIENCES:

- Briggs & Stratton
- DeForest Area School District
- HospiceCare Group



For more information about the workshop, please contact Jeff Hanan or Mal Jeffris at 800.236.3370. [www.howickassociates.com](http://www.howickassociates.com)

## The Engaging Leader Series Learning Objectives

- By the end of the program, participants will be able to:
- Articulate the importance of having a work environment where employees are fully engaged with their work, colleagues and customers
  - Apply fundamentals of project management to work with functional groups and cross-functional teams
  - Engage employees in establishing expectations to improve individual and team performance
  - Develop a learning community by working with others throughout the series
  - Effectively and efficiently involve employees in problem solving and key decision-making activities
  - Effectively adapt their communication style in order to create an environment that is conducive to trust and collaboration
  - Understand and apply different coaching roles to their work with all employees
  - Facilitate groups using a variety of processes that fully engage participants and leads to decisions that are supported by the group

HOWICK ASSOCIATES