



# PRINCIPLES OF LEADERSHIP

## Principles of Leadership

The importance of leadership in achieving long-term organizational success  
The difference between leadership and management  
The difference between controlling and empowering leadership

## Practices of Empowering Leaders

Empowering leaders have a driving passion to realize their vision  
Empowering leaders build and sustain trust with their followers  
Empowering leaders unleash the commitment and motivation of their followers

## The Five Leadership Roles

The three core elements of team effectiveness  
The five roles of leadership  
How to lead “from the balcony”

## Empowering Others for Success

The difference between commitment and compliance motivation  
The four principles of empowerment  
Identifying what people need in order to be empowered

## Fundamentals of High Performance Teams

The three elements of high performance teams  
The stages of team development  
To create an image and name your team

## Effective Meetings

How efficient and effective your meetings are  
Guidelines to improve the effectiveness of your meetings  
Discussion skills to improve the quality of team meetings

## Team Member Roles and Responsibilities

Learn how to be a self-sufficient and self-directing team  
Clarify shared team responsibilities  
Understand how the role of leader can change

## Face-to-Face Communication

Explore the role of communication in interpersonal relationships  
Learn about alternative ways of communicating/influencing others  
Improve active listening

## Giving and Receiving Feedback

Discover how open or closed you are to giving and receiving feedback  
Practice giving and receiving live feedback from team members  
Make a personal improvement plan to respond to team feedback

## Interpersonal Dialogue

Learn how to create a pool of shared understanding  
Know how to solve problems in a win-win way  
Receive feedback from others regarding your dialogue skills

## Harnessing Harmful Behavior

Learn to confront behavior that fails to meet your expectations  
Understand the importance of discipline and conformity in building trust  
Develop a set of non-negotiables for those whom you lead

## Group Dynamics

Experience and discuss group dynamics in action  
Determine how to personally improve group process skills  
Identify how your team will improve its group process

## Team Decision Making & Problem Solving

Learn about methods of group decision making  
Identify how your team will improve its group decision making  
Identify team decision issues to be addressed

## Conflict Resolution

Learn about five different conflict management styles  
Assess which conflict styles you most often use  
Practice a three-step-model for resolving conflicts

## Personal Productivity

How you are currently using your time  
The barriers which keep you from managing your time more effectively  
Setting professional goals to guide your use of time

## Characteristics of High Performance

The leadership role shift required for high performance  
The characteristics of high performance teams  
The challenges of moving your organization toward high performance

## The Integrity Model

A new definition of success based upon your personal paradigm  
The power of your personal paradigm  
Four different paradigms from which people live

## Additional topics:

The Art of Coaching  
Effective Presentations  
Leading Up, Down & Sideways  
Strategic Thinking  
Focusing on the Vital Few vs the Trivial Many  
The Importance of Vision  
Leading from your Strengths  
Situational Leadership  
Understanding your Motivation and What Drives You  
The Four Disciplines of Execution  
Making the Noise go Away — Getting More Done with Less Resources

*If you want to change your culture — you must change what leads to your culture*

*Determine the design that leads you to current culture — and makes changes*

Design

Define

*Determine what would achieve your desired culture — and make changes*