

LEADERSHIP DEVELOPMENT: VISION, COMMUNICATION & MANAGEMENT

The movement from mid-level to executive positions in an organization requires much more cross-functional and holistic or total enterprise thinking. This is a challenge all organizations face very frequently, especially large ones with many functions and sub-divisions.

This **Leadership Development Workshop** is designed for upcoming executives to enhance and develop their leadership skills and general and all-rounded, business acumen.

Learning Objectives

- **Develop excellent competencies in:**
 - Strategic Thinking
 - Visionary & Change Leadership
 - Integration and Global Functioning
 - Risk Taking under Uncertainty
- **Build Business Acumen**
 - Understand the nature of competition within an industry
 - Examine the impact of decisions of the enterprise and its functions
 - Learn how “soft” or people decisions have a financial impact
 - Using measures like return on net assets, earnings per share, cash flow, etc., to determine the effectiveness of decisions

**ENVISION | COMMUNICATE | LEAD
PROACTIVELY DEVELOP THE FUTURE OF YOUR
BUSINESS**



Program Benefits for Your Organization

- Development of Resilient Leaders who:
 - Develop loyalty to their organization; embrace the beliefs and values
 - Build on perceived strengths and weaknesses defined through feedback tools
 - Develop Emotional Intelligence (EQ) understanding & skills
 - Develop and refine personal development plans utilizing participant and facilitator feedback
- Systemic and thorough understanding of the impact of decisions and actions on the bottom line

Who Should Attend

- Managers identified by their organizations as potential candidates for executive ranks within the next five years, having:
 - At least five to ten years experience
 - Demonstrated outstanding performance in their field

Program Features

- Accelerated learning through presentations, hands-on simulation and in-class activities
- An opportunity for participants to play roles different from their real functional role within their organizations
- An environment for experimenting with new behaviors discussed in the skill building modules, and for getting coaching and feedback on those behaviors
- Post-workshop follow-up process to reinforce learning

Program Modules and Focus

- **Leadership development**
 - Required leadership skills
 - Leading change and change management
 - Leading people
 - Understanding human behavior and motivation
- **Human interaction and communication tools**
 - Language
 - Mood, Trust, Motivation
 - Teamwork & Team Efficacy
- **Overview of strategic visioning & planning tools**
 - Thinking & planning tools for decision making
 - Dynamic & Structural thinking
 - Conceptual modeling & dynamic simulation
- **Simulation exercises**
 - Hands-on, competitive & collaborative exercises to understand how a business operates
 - Role playing to manage a simulated company; examine the impact of decisions on the following:
 - Customers, Employees, Shareholders, and Competitors
 - Financial performance at the enterprise level
 - Down-line impact of investment decisions including “soft” investments such as training impacts on productivity and retention

