

Leading Today's Professionals+™

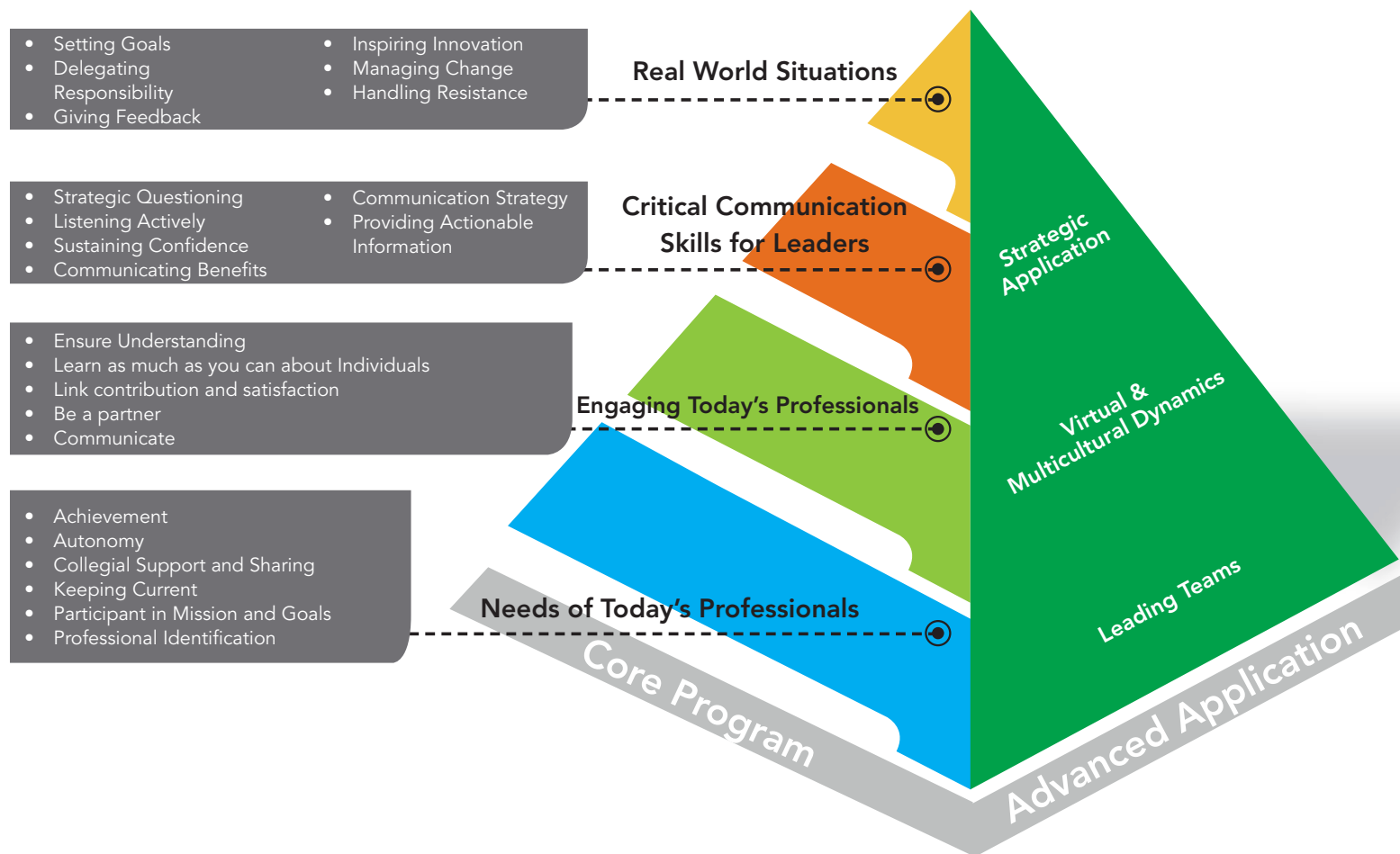
Driving the engagement, performance and innovation in today's professionals

A UNIQUE PROCESS

Leading Today's Professionals+™ equips managers with skills and strategies for making the most of the expertise, independence, and confidence of today's specialized knowledge workers.

Our two decades of research and experience confirm that these professionals bring unique capabilities, values, and expectations to the workplace. Leading these smart, highly skilled knowledge workers requires adept leadership maneuvers.

During the workshop, managers learn and practice pragmatic skills that provide a foundation for effective leadership. Here is a snapshot of the program design.



Leading Today's Professionals+ program

- Prepares leaders to handle an increased span of control
- Helps in the 'player-coach' transition and preps them for challenging team dynamics
- Transforms expert individual contributors into successful leaders of people
- Improves morale and retains top talent (both the leaders and their teams)
- Creates an environment that fosters innovation
- Helps increasing productivity - whether the organization is matrixed or hierarchical, growing, or experiencing large-scale change

During the workshop, participants refer to the confidential feedback report that blends their self assessment with the perspective of their team members to target their learning and follow-up action.

Leading Today's Professionals+ is a leadership development solution based on a continuous learning model. Here are the details of Leading Today's Professionals+.

SESSION PREPARATION	
Leadership Skills Assessment	Online self-assessment and feedback from up to five people with summary report
Identification of Real-world Scenarios	Identify challenges currently faced on the job for immediate application
Video Library Featuring Key Models	View models ahead of time to maximize knowledge retention and spend time in classroom working experientially
Manager Briefing	Increase impact and support participants by sharing the experience with managers and executives
CORE MODULE — FOUNDATIONS OF LEADERSHIP	
Understanding Engagement	Understand what drives employees and how to move business objectives forward
Needs of specialised knowledge workers	Research-based insights on technical people and what makes leading them unique
Building Trust	How to create, repair, and maintain trust levels with team members and throughout the organization
Communication Skills	How to ask strategic questions and listen actively to meet goals and build strong relationships
Communication Strategy	A structured communication framework to plan for critical conversations
CONTENT MODULES	
Setting Goals	Increase contribution by setting and supporting SMART goals
Delegating Responsibility	Increase contribution and satisfaction without micromanaging
Giving Feedback	Leverage high-performance and correct performance issues with clear, meaningful feedback
Inspiring Innovation	Unleash creativity and organizational potential through everyday innovation
Managing Change	Maintain engagement during times of change
Handling Resistance	Push initiatives forward and maintain relationships by handling resistance effectively