

ORGANIZATION LEADER

An essential key to your organization's success and the development of your most important resource, your people, is through you as a leader. This training, application, coaching, and certification advances critical leadership knowledge, skills, and abilities to enable others to high performance.

Organization Leader

Leading a high-performing organization to expand the capacity and impact of your team (includes role modelling leader behaviors, support, and creating your culture)

Organization Benefits:

- Faster progress to benefits for all customers and other stakeholders, an increased level of benefits, and an increased probability that the benefits will not only stick, they will grow
- Faster spread of the behaviors and core skills needed by members of high performing organizations
- Better problem solving and problem preventing, focus on the things that matter and innovating along the way
- Ultimately, an organization on track to better perform its mission, accelerate to its vision, achieve performance beyond what is thought possible, and do it on a sustainable basis

Team and Personal Benefits:

- Increased personal capacity of everyone you direct and yourself as a leader
- Increased engagement, ownership, and pride in what they can achieve
- Accomplish more as a team and between teams; Others attracted to the team
- More knowledge, skills, abilities, & confidence that can be applied over & over, regardless of your area of responsibility, to make a bigger impact on organizations and people's lives
- More time adding real value

Framework:

Training: 12 hours of modular classroom training (tell, show, do, recycle framework; with practice)

Application: Classroom and post-classroom

Coaching: Personal, routine coaching & help provided by Continual Impact during training and application

Certification: Organization Leader Certification following training, application and 3-way evaluation (coach, self, team) using behavioral scorecard

Who Should Participate: Managers, directors, officers, or executives (Anyone who is responsible for strategic leadership of teams and the organization)

Knowledge and Skills Gained:

- How Leaders build and support the culture
- What is a high performing culture of improvement, why is it important and How to achieve results
- The importance of People and what they need for success; Core values, Knowledge/Skills/Abilities and the Setting that enables performance
- Increased understanding and use of continual improvement, lean, and six sigma concepts and methods with >10 applicable templates and job aids



“Consistently be conscious of how my attitudes / behaviors impact the culture.”

Module 1 Creating the Picture	Module 2 Creating the Setting	Module 3 Leadership Behaviors that Enable the Culture
<ul style="list-style-type: none"> ■ What a culture of high performance looks like, benefits, critical success factors and foundational elements; current state assessment ■ Exercise: being able to describe it to others ■ People: the critical element; core values and skills needed for success ■ Skill training “Working with Others” communication skills 	<ul style="list-style-type: none"> ■ Providing the structure and resources needed to create a high performing and innovative organization ■ Understanding the leadership improvement cycle; ■ Exercise: creating focus and solving problems ■ Behaviors to role model and coach in others ■ The function of the leadership team ■ Exercises: What to look for in projects/events; A gemba walk 	<ul style="list-style-type: none"> ■ What is the Value-Added time of leadership; Exercise ■ Ensuring the key factors that enable human performance; Practice ■ Getting started (or accelerating your progress): transformation roadmap and managing change ■ Exercise: Explaining the role of leaders and “What’s in it for me”