



*New Concepts Management Solutions'*

## **Leadership Development Program** ***"From Rhetoric to Reality"***

In an increasingly complicated world, leaders are often called upon to create environments where being strategic and adhering to strategic plans are a priority. To be successful, leaders must engage others. The most successful leaders realize they have to build a strategic culture throughout their organization; one that welcomes change while fostering insight and innovation to ensure today's changes are right for tomorrow's challenges.

### **Program Content**

This highly interactive, comprehensive program concentrates on the development and reinforcement of leadership competencies and offers a three-phase approach: (1) *awareness*, (2) *knowledge*, and (3) *skills*.

This program uses self-awareness tools and activities to enhance each participant's own leadership capabilities. Participants will learn strategies for continuous development through extensive assessment, group discussions, self-reflection, small group activities and personal coaching.

Participants will begin by exploring their personal effectiveness as strategic leaders - then move to ways to improve the functioning of their teams and their organization. You will learn how leadership behaviors influence and guide organizational objectives and how to build coaching relationships to more effectively develop the skills of others. Participants will also learn how to manage change.

Upon completion of the program, participants will acquire, in a cost-efficient manner, the knowledge, skills, attitudes, and strategies essential for effective leadership and successful job performance.

And because of our strong focus on development planning, which ties the program experiences to the context of your workplace, your program will be *uniquely* about you.

## **Leadership Program Outcomes**

- Obtain insights on how to build and maintain productive relationships
- Gain knowledge on how to develop others to be their best
- Learn more about yourself and others
- Gain insight on how to leverage differences in other people
- Develop a results-driven action plan with clear, achievable goals
- Learn how to give and receive feedback more effectively
- Learn why the way you communicates helps or hurts your ability to influence others
- Understand and manage change, from the workers' perspective, and how to lead change within your organization

## **Continuation of the Leadership Development Process**

As a "value-added" feature and at individual participant's request, the facilitators will conduct a follow-on assessment, three months after the conclusion of this program, to ascertain leadership behavioral changes.

## **Who Should Attend**

Mid-Level Managers, Supervisors and Team Leaders

## **Facilitators**

Dee Stevens, M.S.A.

Karen M.R. Townsend, Ph.D.

## **TESTIMONIALS**

### **WHAT PARTICIPANTS ARE SAYING ABOUT THIS POWERFUL TRAINING EVENT...**

*"The course was excellent!! Both presenters brought a wealth of real world knowledge and experience. The class is a must for ALL supervisors. Please keep this one on the books."*

*"I have taken several leadership courses but in this one, I have gained the most knowledge. I was able to identify my weaknesses and strengths as a new leader. This class has put me on the right track to be a successful and effective leader."*

*"One of the best classes I have attended in my career (28 years)."*

*"This course provided useful and practical information. The exercises were innovative and applicable to my everyday work situations. I appreciate the way we tied the exercises and discussions to our Balanced Scorecard and Strategic Plan (vision and mission). The PLAPs (Personal Leadership Action Plans) will be useful for short and long term goal setting."*

*"This was a really good class. The instructors were energizing, intelligent and very charismatic in their teaching. This course should be mandatory for upper management."*

*"I am so impressed with this class and THANK YOU both for your time, patience, knowledge and energy."*

*"This class "exceeded" my expectation. It's very encouraging to have two facilitators engage in open-ended conversation which everyone could participate."*

*"This was, without a doubt, the best course I have taken since I have been in the U.S. Government."*

*The mix of information provided and levity (fun) was amazing. This class was well thought out, well presented, and well received. Everyone should attend this class and it should be mandatory for all supervisors."*

*"I came to this class thinking it would be more of the same stuff - however, I actually learned several things that were quite practical and I intend to use them in my new job."*

*"I enjoyed the class participation and the tools presented and can't wait to apply them in my job and with my personnel."*

*"The leadership class was, put in a very simple term, powerful! The facilitators are above par in not only the content that they covered but also the delivery. The interplay among the facilitators and audience was remarkable. In comparison to other training classes, this one was designed to be really fun while learning. It genuinely worked!"*