



Work of Leaders

"If you're a leader, you're leading people somewhere else-somewhere that's not here...Leadership is all about change." ~ *The Work of Leaders*

DESCRIPTION: Using the framework of Vision, Alignment and Execution, Work of Leaders encourages leaders to understand their own leadership behaviors and how they impact their effectiveness. It is an opportunity for leaders at all levels to reflect on how they approach each step of their work. Based on best practices and extensive research*, the program connects to real-world demands, generating powerful conversations that provide personalized leadership tips and strategies that are easy to apply.

WORKSHOP OBJECTIVES: The participant will:

- Understand the behaviors that characterize the three drivers of vision, alignment and execution and how they may impact a leader's effectiveness
- Discover why middle and front line managers need to create a vision for their groups that supports the organization's vision
- Understand the benefits of gaining alignment to ensure you have buy-in and don't risk the processes breaking down along the way
- Discuss how the leader's champion role in execution is to make sure the strategies and people are in place for the vision to become a reality
- Celebrate their top three strengths and create action plans for their top three challenges after considering benefits of improvement

WHO SHOULD ATTEND: New and experienced leaders and managers who want to expand their thinking and improve their leadership role

LENGTH: 4 – 8 hours

SUPPLIED MATERIALS: Work of Leaders® Profile, Participant Manual, Action Plan, plus supporting materials.

***RESEARCH AND DEVELOPMENT BEHIND THE WORK OF LEADERS:**

- Result of four-year research and development effort
- Analyzed and distilled the work of prominent leadership researchers
- Input from more than 300 subject matter experts at over 150 organizations
- Identified leadership best practices

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