



# LEADING OTHERS

- a Leadership Pipeline program



## Purpose

Leading Others is an intensive 4-day Leadership Transition Program that provides insight, tools and practical training that enables Leaders of Others to effectively lead their team. The program will support leaders in developing a clear picture of how they add value to the organization as a Leader of Others and how they can free up time for the critical leadership tasks.

## Target audience

The target audience for the program is Leaders of Others with a minimum of 1-2 individual contributors as direct reports. When they attend the program, they need to have been in their current Leading Others position for at least 3-6 months.

It is critical for the program that all participants meet these criteria as it is an essential prerequisite for being able to base the program on the participants' own experiences rather than theoretical cases.

## Why invest in Leaders of Others

Leaders of Others are your front-line managers. They lead approximately 80-90% of all employees in the organization. This makes them a critical workforce. Leaders of Others have the single highest day-to-day impact on engagement, motivation, attitude, job satisfaction, quality and employee retention.

Leaders of Others make the product or service happen. They oversee the actual work at every stage of the process and are responsible for the workforce that touches the product or delivers the services.

## **Content overview**

Leading Others is a high impact program that is based on 100% inclusion of the participants' real life. The program does not apply theoretical cases and is based on the participants' own day to day challenges. The integration of the everyday life is so strong that participants often feel that participation in the program is like being at work rather than being in a program. Learning from the program is directly and immediately applicable when the participants return to their job.

## **The program provides 6 key takeaways**

### **1. Experience the necessity of transitioning into the leadership role**

- How a Leader of Others adds value to the organization
- How to free up time to be a leader
- How the role as a Leader of Others is linked to other leadership roles within the organization

### **2. Set direction and build purpose**

- How to set measurable and motivating objectives
- How to prioritize tasks
- How to tie objectives to overall business strategy

### **3. Empower and follow up**

- How to achieve results through others
- How to delegate tasks and responsibilities in a motivating way
- How to effectively follow up

### **4. Develop direct reports**

- How to develop a coaching leadership style
- How to link development goals directly to business objectives
- How to develop people on the job

### **5. Assess and improve performance**

- How to prepare and execute performance appraisals and check-in sessions
- How to provide feedback in a way that creates acceptance and learning
- How to address lack of performance and handle difficult conversations

### **6. Select team members and build the team**

- How to effectively select direct reports
- How to build a high performing team and improve engagement