

LEADING FOR PERFORMANCE

Cohort Style Leadership Program



**AZ Growth
Advisors**



The Leading for Performance (LFP) series is a long-term organizational development program that equips leaders with essential skills, methods and models to effectively lead themselves and others to superior performance.

The skills acquired in this program enable leaders to become rockstars in their role and practice effective communication, conflict management, team effectiveness, employee development, and more, to directly impact their work and the work of others.

The LFP series has two levels to accommodate different levels of leaders within your organization.

Level one is designed for supervisors to mid-level managers who strive to excel as a leader.

Level two is designed for mid-level managers to senior leaders and those who've successfully completed level one.

LEVEL ONE PROGRAM

Who's it for?

The level one program is designed for **supervisors to mid-level managers**. Common job titles range from Team Leads to Supervisors to Directors. Not sure which level is right for your leaders? Don't worry, we're happy to help you choose the right program for you and your leaders.



LEADERSHIP TOPICS

Personal Leadership Profile Level One and 360 Feedback Survey - The Personal Leadership Profile uses TTI SI's comprehensive TriMetrix HD Coaching report which reveals the leadership strengths and blindspots of each participant and provides a development path for the areas that are important to the individual's role. This will be accompanied by a custom 360° feedback survey, designed to enhance the leader's self awareness.

Dynamic Communication - Each leader will learn to recognize, understand, and appreciate others' behavioral design for enhanced communication, understanding, and deeper relationships.

Managing Conflict - Key competencies of this session include the ability to quickly identify sources of conflict so they can be prevented or addressed in a constructive manner, even if the other party doesn't employ a constructive approach.

Analyzing and Developing Performance Gaps - In this module, leaders will discover how to diagnose and analyze gaps in performance, then correct the course by implementing an effective development plan.

Setting & Achieving Goals - Leaders are introduced to proven techniques and best practices for setting and achieving goals. We will explore the characteristics of effective goals, and clarify the connection between organizational strategy and the employee's performance initiatives.

Delegating With Confidence - Participants explore the conditions under which delegation is most effectively accomplished, and learn a process for delegating that minimizes concerns about the ultimate responsibility for success. They will gain an appreciation for the importance of effectively entrusting others with business tasks while maintaining accountability for the outcome.

Managing Workplace Emotions and Stress - Leaders will be introduced to emotional intelligence and will learn how stress affects the overall health, productivity, and morale of the entire organization.

Real Time Coaching Level One - This session introduces leaders to coaching and they leave with an easy to implement, and impactful coaching model that they will begin using immediately. Each participant receives the RealTime Coaching book, the process and all the tools necessary to begin coaching employees into "A" players.

LEVEL TWO PROGRAM



Who's it for?

The level two program is designed for **mid-level managers to senior leaders**. Common job titles range from Directors to Dept. Heads to VP's. Not sure which level is right for your leaders? Don't worry, we're happy to help you choose the right program for you and your leaders.

LEADERSHIP TOPICS

Personal Leadership Profile Level Two and 360 Feedback Survey - This session takes an even deeper dive into The Personal Leadership Profile used in the level one program. It uses TTI's comprehensive TriMetrix HD Coaching report and it will be accompanied by a custom 360° feedback survey, designed to enhance the leader's self awareness.

Developing Strategic Thinking Skills - Leaders who think strategically are vitally important for high growth organizations. In order to scale and continue to grow, leaders must know how to align their initiatives with the strategy of the business, while having the foresight to eliminate potential future roadblocks. This session will demand leaders to think critically about their work and identify paths to success.

Communicate Your Message - Participants will learn to communicate their vision and lead their team by implementing a consistent method of communication. Leaders will explore various meeting rhythms and will leave the meeting with a proactive plan to increase the effectiveness of their communication.

Building a High Performing Team - Productive teams are essential for growing the organization and holding teams accountable is essential for any leader. Participants will learn how to effectively drive growth through teams and will learn best practices to hold them accountable for their results.

Transitioning From Manager to Leader - Leaders will explore what it takes to transition from a manager to a leader! We will discuss mindset, productivity, time management, personal accountability and tools used by top performers.

Real Time Coaching Level Two (two sessions) - This session takes a deep dive into coaching and leaders leave with an easy to implement, and impactful coaching model that they will begin using immediately. The level two program takes a deeper dive into coaching than level one, spanning over two sessions.

Developing and Applying Emotional Intelligence - The Harvard Business Review states "the core of EI is self-awareness: if you don't understand your own motivations and behaviors, it's nearly impossible to develop an understanding of others. A lack of self-awareness can also thwart your ability to think rationally and apply technical capabilities." This session will analyze each participant's level of EI and develop a method to immediately begin applying EI in the workplace.

THE DETAILS

Expectations of participants:

Participants will be expected to do their absolute best to attend all of the group sessions, to participate in team action learning and to complete all mutually agreed upon assignments in a timely manner. Lastly, participants will be expected to identify and work on personal and professional development initiatives throughout the program.

Commitments from facilitator:

The facilitator will strive to create the best possible environment for learning and developing as leaders. The facilitator will place a high degree of focus on revealing and maximizing the leadership potential within each participant.

What leaders have to say about the program:

"The content was very helpful and applicable to my role within the company. It was also great being a part of the all member meetings."

"My one-on-one meetings are better! I'm now able to use what I learned to understand what my employees are thinking versus guessing."

"The program made me more aware of how I interact with my team and how I handle situations. I am more open with my team as well as confident in their work."

"The biggest impact is having a better understanding and awareness of how different people are impacted by different styles of management and communication."

"My confidence as a manager has increased and my comfort with conflict has also changed. I'm now comfortable having those discussions on performance without them turning into a one-way conversation."

To reserve seats for your leaders or to learn more:



Text: LFP to 602-587-0800

Email: Adam@AZGrowthAdvisors.com



Dates:

July 2023 - May 2024



Frequency:

1 meeting per month
including two
all-member meetings



Meeting time:

7:30am - 12:15pm



Location:

AZ Growth Advisors Office



Group Size:

12-16 participants



Investment:

\$4,750 per participant
(3 quarterly payments)

Rockstar
WORKFORCE