

HIGH-PERFORMANCE LEADERSHIP PROGRAM

Strategies to Transform as a Leader, a Decision Maker and an Influencer

Designed for leaders and high potentials to improve their ability to communicate powerfully, negotiate where appropriate and enhance influence internally and externally. From day one, this program helps leaders and emerging leaders connect, share best practices, identify obstacles and strategize on areas to drive positive change. Strong focus is placed on commitment, adaptability, presentation of ideas and executive presence as well as knowledge sharing among peers.

MODULE I – LAUNCH: Reach Your High-Performance Goals

How to Achieve Winning Results with Everyone on the Team

Participants discover ways to positively impact business individually and as a team. This session helps attendees recognize current opportunities, barriers to progress and identifying specific areas to influence change. Includes personal plan to:

- Locate and promote high performers.
- Focus on collaboration and innovation.
- Identify driving and restraining forces impacting team and personal performance.



MODULE II: Communication and Influence

How to Adapt to Change with Clarity & Confidence

Attendees enhance their ability to communicate and connect internally and externally. Using the COREMAP® assessment, individuals and or teams can:

- Understand personal and others communication styles and strengths.
- Initiate, manage and champion change.
- Speak, lead and understand how best to gain understanding and agreement.

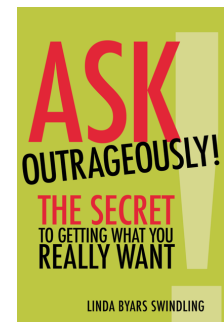


MODULE III: Negotiation Strategies to Drive High Performance

How to Harness the Power of Positive Influence, Persuasion & Negotiation

Negotiate the push and pull for resources while building win-win partnerships with stakeholders. Leaders learn to:

- Avoid over-committing and unnecessary compromise especially when margin is impacted.
- Mitigate crisis and escalations by anticipating issues and objections.
- Understand customer needs and why your organization is preferred choice.



MODULE IV: Say It Right to Gain High Performance

How to Negotiate Work Drama and Converse with Confidence, Tact & Care

Concentration is placed on closing the gap from self-perception to leader's perception, coaching for success and contribution, and counseling for performance and attitude. Attendees use communication techniques to gain commitment and to:

- Negotiate when faced with negative or difficult communication styles including Whiners, Complainers and Energy Drainers.
- Mentor to develop human potential.
- Motivate, recognize and celebrate success and wins.



MODULE V: Executive Presence

How to Present with Power, Panache & Purpose

Participants develop strong presentation skills to communicate effectively no matter what venue, topic or audience. Attention is placed on building belief and support to:

- Define and communicate effectively in front of any audience size.
- Craft your message to generate buy-in, strength and win/win outcomes.
- Present confidently to decision makers, peers and direct reports.



MODULE VI – WRAP UP: Set a Leadership Standard

How to Lead with Integrity, Credibility and Certainty

Session focuses on examining the journey to influence including results, changes, roadblocks and learning. Program “graduates” present their journey and plan to:

- Stay connected, continue sharing best practices and stay interactive.
- Support implementation and strategies for ongoing growth and success.
- Manage, sustain and identify additional areas of change.



Delivery & Recommended Schedule

Each of the 6 training modules can be delivered separately during a day-long session. However, the high performance program is designed to build on the material and skills of the prior sessions. Dates are typically scheduled three to six weeks apart to allow time for application. Customization is available for teams to address the immediate concerns, objectives and needs of the leader, team and individual.

Linda Swindling, JD is a Certified Speaking Professional, a workplace communication expert and “recovering” employment attorney. She created the popular *Passports to Success* series and is author of the *Passports to Success* book series, *Stop Complainers and Energy Drainers*, *The Manager's High Performance Handbook*, *Wintegrity – Win with Ethics, Trust & Integrity*, and *Ask Outrageously!*

