



Developing High Performance Team Using LEAD[®] Principles

(A 2-day Interactive Leadership Program to inspire and motivate professional teams)

Synopsis

The 21st century has taken such a great evolution that managing people today isn't as easy as it used to be. In the first place, people today do not like to be managed, but they want to be led. Consider these six characteristics of members of the contemporary workforce:

- Well-educated
- Proud of Achievements
- Zealous of freedom
- Motivated by New Values
- Wanting substantial control over their own function
- Ready to raise level of performance with proper encouragement

Due to the nature of their development, many young professionals prefer to do things on their own, in their own way. A company's best talents may not take too kindly to being told what to do and when to do it, and be unenthusiastic about working in a team, as they usually prefer to rely heavily on their own expertise to get a job done.

For those managers who have been working in the 21st century, operating in a 'leaner and meaner' structure has translated to broader responsibilities with increasing pressure to produce more with fewer resources. In this pressure-packed environment, successful managers must use the role of leadership to help people exercise the freedom to make decisions, respond quickly to situations, networking for higher efficiency, have the ability to work with peers, retaining the right employees, and produce the results needed by their organization.

Developing High Performance Team with LEAD[®] Principles will prove invaluable in helping both existing and aspiring leaders to motivate and inspire everyone in the team, meeting the challenge of fostering and maintaining a well-coordinated high-performance team capable of achieving clear business objectives.

Objectives:

This concise and comprehensive leadership program is aim at helping participants to see the changing leadership criteria, improve performance, changing behaviors, and to motivate the individual employee to achieve the optimal results required by the Organization.



Program Outline

Understanding the Leadership Role in the 21st Century

- Changing Leadership's role
- Human Capital in the 21st Century
- Power of 20-70-10 Employees' Performance Structure

LEAD[®] Principles

- Understanding the 4 LEAD[®] Principles of the 21st century
- Minimizing Managing; Maximizing Leading

Leading 21st Century Employees

- Power of Transparency and Curiosity
- Conversing with 4Ps

Everyone is Important

- Practicing RAVE at the Workplace
- Creating a Culture of Inclusion

Aligning Behavioral Principles

- Understanding Behavioral Principles
- Involving team members in setting behavioral principles
- Increasing enthusiasm for the team with behavioral principles

Developing Potentials

- Understanding & Developing the unique talent possess by individuals
- Identifying Talents with OCI – Observations; Communications; and Intuition
- Working with Individual Strengths
- Enabling is Empowering



- Power of Transparency and Curiosity
- Culture of Inclusiveness



- Aligning Behavioral Principles
- Developing Potential



Who Will Benefit Most From This Program?

This program is highly recommended for executives and supervisors, whose job requires them to lead, motivate and inspire employees and individuals, to achieve higher productivity and better performance in the workplace.

Duration and Methodology

This 2-day program uses the combination of story-telling methodology, situational leadership case studies, light activities, and group discussions to relate to the whole learning concepts and experience.

Course Administration

Upon awarded of this proposal, tentative workshop dates are to be proposed by the client, without obligations, and subjected to the availability of the speaker.

Within 7 working days before the commencement of the actual workshop, the client is to advise the number of participants and the attendance list. This is to facilitate the preparation of the course materials, arrangement of learning props, and preparation of the certificate of attendance (if applicable).