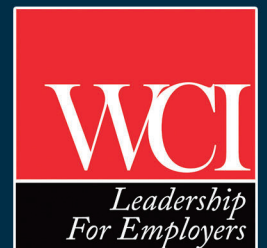




Dynamic Leadership & Performance Development Workshop

Overview



COURSE MAP



LEADERSHIP WISDOM

“The behavior you exhibit as a leader, becomes the acceptable behavior of your followers and those you interact with.”

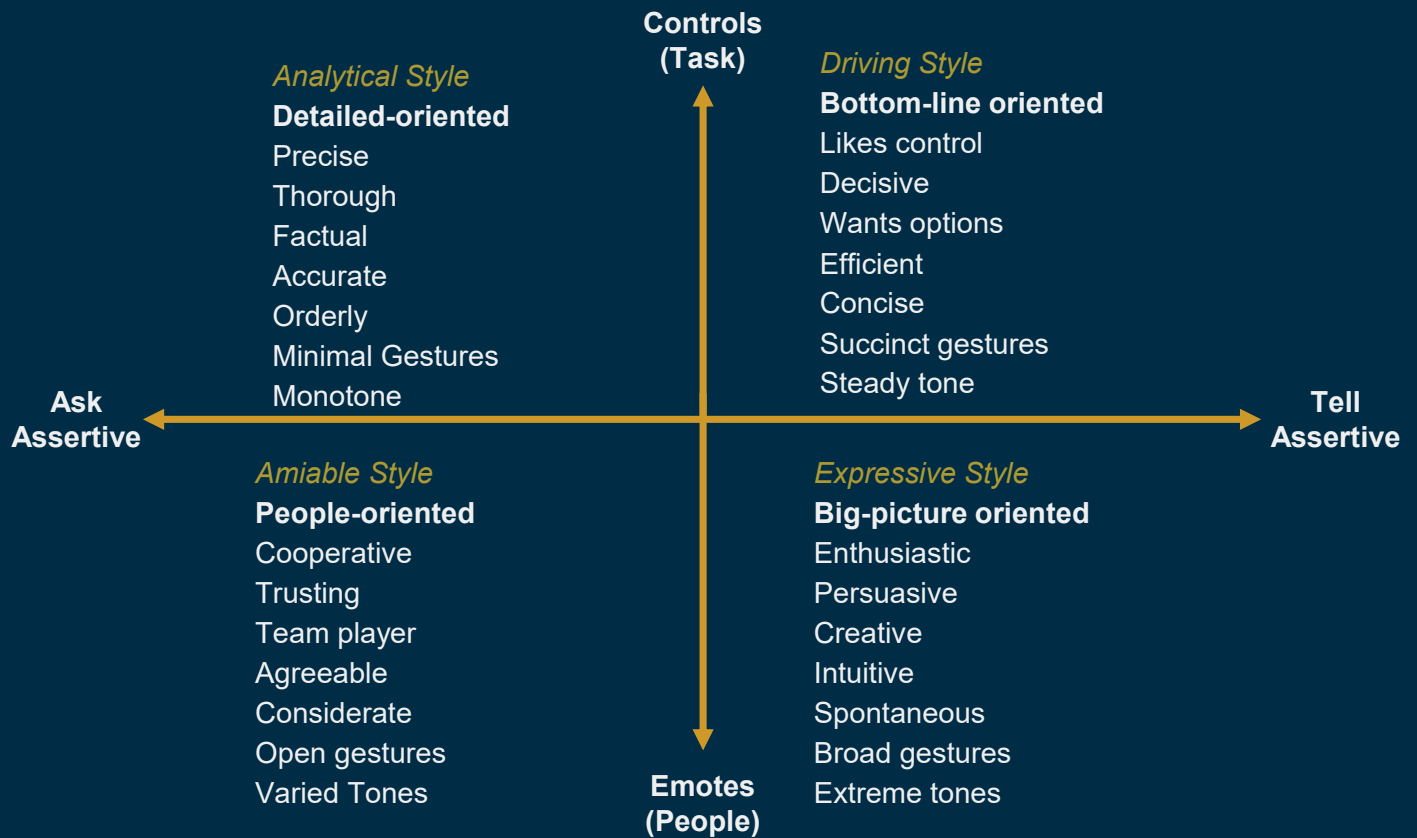
“We all have a choice of the type of organization/personal environment we create through the behaviors we model - we can create an environment of people who are committed to us, or merely compliant or complacent.”

- Ed Hendricks



It's up to YOU!

Social Style Matrix



Social Style Distribution

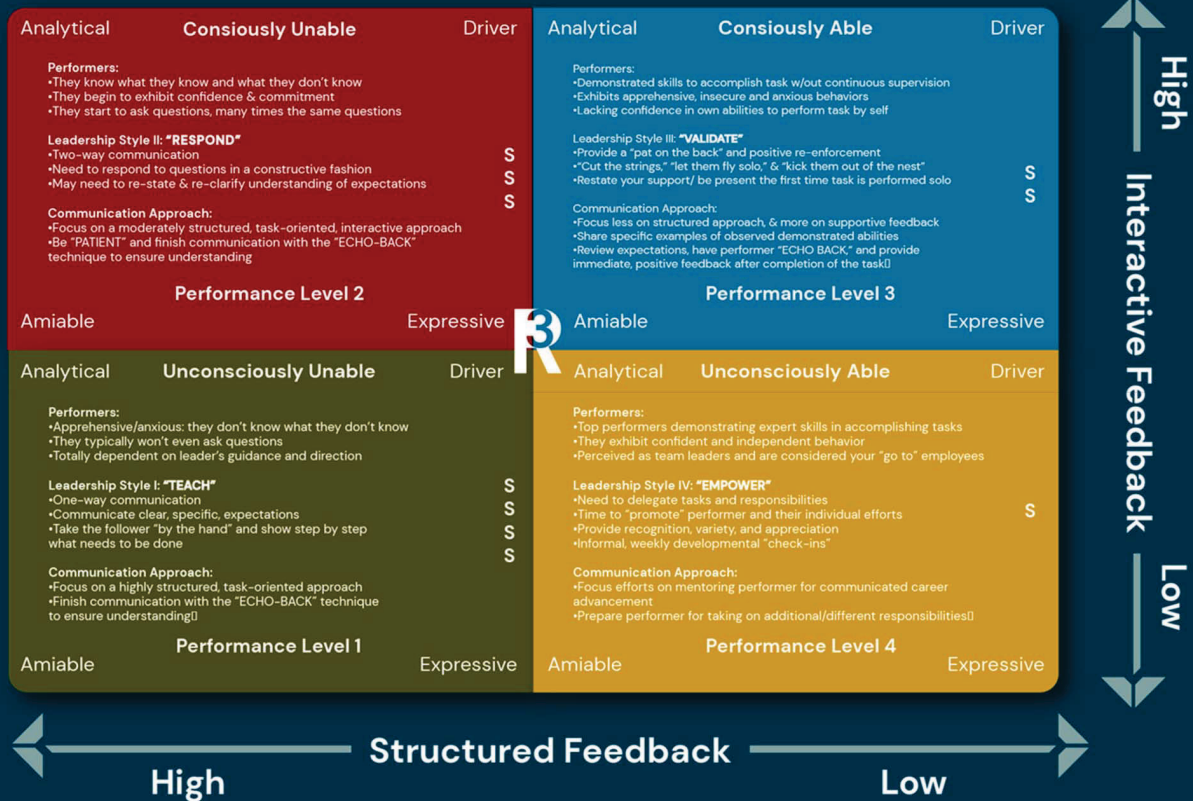
*General Reference Sampling
North American Population - 150,000 Respondents*

<i>Analytical</i> 26%	<i>Driver</i> 21%
<i>Amiable</i> 25%	<i>Expressive</i> 28%

Dynamic Leadership Model

Performers: Demonstrate abilities/inabilities to perform assign responsibilities to expected performance levels.

Leaders: Provide appropriate developmental feedback based on observations of exhibited abilities/inabilities.



One-On-One Coaching Follow-Up Sessions

Overview: This one-on-one coaching relationship will provide leaders with enhanced self-awareness of their thoughts, feelings, and behaviors and how they impact the overall effectiveness of the organization. The coaching relationship includes an assessment of your behavioral style and preferred leadership style and the impact they have on your teams. Additionally, we will work in partnership to identify and understand your desired leadership goals and outcomes.

Expected Outcomes:

- Each session is uniquely tailored to the needs of the participant
- A strategic plan is developed for each session
- Receive coaching on how to adapt to a broad range of business and employee situations faced within the working environment
- Apply coaching suggestions to each situation in a realistic and practical manner for a "win-win" outcome

Versatility Definition

- Versatility is the ability to recognize the preferences of any person AND make informed choices about how to best interact with them.
- Versatility is a choice and is independent of a person's social style.
- Versatility is a powerful skill that, when it becomes second nature, dramatically improves results. In fact, Versatility is the best predictor of workplace success.



Impact of Unresolved Conflict

- 85% of employees say it takes 6 hours per week handling/avoiding conflict (15% of their time)
- 58% of people have quit or considering quitting due to lack of conflict resolution
- 67% of people took extra measures to avoid colleague they had conflict with
- 56% of people said conflict led to stress, anxiety, and/or depression
- 40% of people feel less motivated
- 43% think their bosses don't deal with conflict as well as they should
- 23% of managers believe they don't handle conflict well

**Statistics from Center for Management and Organizational Effectiveness and the Global Human Capital Report*

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