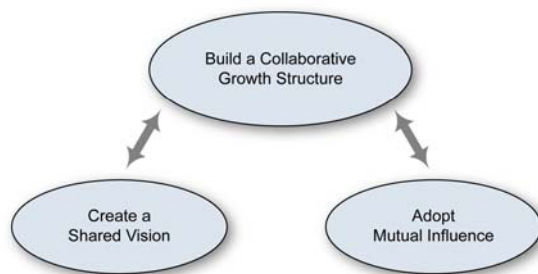




LEADING FOR GROWTH

Yesterday’s leaders were characterized by a take-charge attitude, a high degree of control over employees, and knowing all the answers. This heroic management mindset creates an uninspired organization where employees fail to show initiative, take risks, or collaborate. Today, no one person can possibly have all the answers, and organizations need leaders who can develop team members, collaborate to create innovative approaches and outcomes, and adapt to changing needs. This mindset of growth leadership creates the conditions where individuals take responsibility for the business and collaborate in implementing strategy to achieve business results.

Leading for Growth (LFG) challenges managers to rethink their role as leaders, shifting their mindset from that of “heroic manager” to “growth leader.” The program is structured on the core dimensions of growth leadership: building a collaborative culture, creating a shared vision, and adopting mutual influence.



VALUE PROPOSITION

LFG gives leaders the knowledge and skills to build a cohesive, shared-responsibility team with a common vision that guides strategy implementation. Leaders also develop an understanding of how to align their talented employees with their strategies. They learn how to eliminate behaviors that impede growth and ensure that differences are valued and disagreements are raised and effectively resolved.

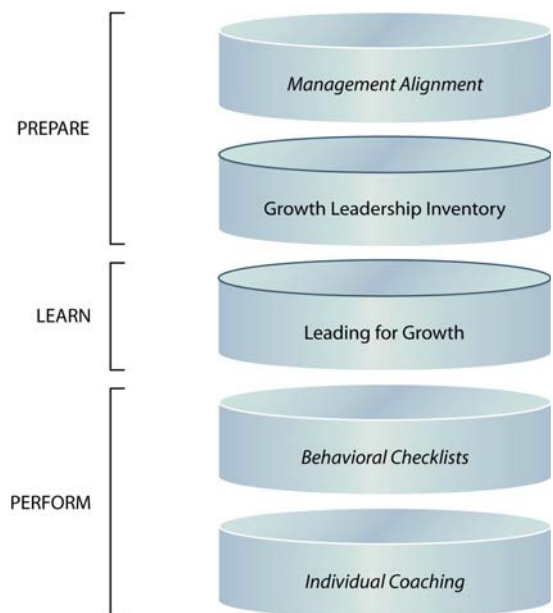
APPROACH

Leading for Growth is an advanced, instructor-led program typically delivered over 2 days. It can be taught by a Wilson Learning facilitator or by an organization’s own leader-trained in-house professional. This enables:

- Face-to-face interaction among participants and with the facilitator

- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

LFG uses the Growth Leadership Inventory, a multi-rater instrument that provides insights for participants from the perspectives of their peers, their managers, and those they lead. The program can be enhanced with optional elements (*in italics*) to improve alignment, accountability, and support for new leadership behaviors.



LFG has 4 integrated learning modules, plus a module that helps participants interpret the Leadership Growth Inventory.

OUTCOMES BY MODULE

<i>Modules: Key Learning Are...</i>	<i>Your Leaders Will...</i>
<p><i>Choosing Growth Leadership</i></p> <p>How to connect the consequences of heroic management and the benefits of growth leadership to participants' roles in their own organizations</p>	<p>Be prepared to make the shift from heroic manager to growth leader. Be able to develop others' capabilities to implement business strategy, thereby helping individuals and the organization grow and be competitive.</p>
<p><i>Building a Collaborative Growth Culture</i></p> <p>How to define collaboration, and recognize how a collaborative mindset helps build an environment of shared responsibility and collaboration. How to apply four approaches growth leaders use for decision making. How to interpret the Five Stages of Collaboration, and use the skills for each stage and for moving to the next stage.</p>	<p>Be able to co-create a culture of shared responsibility and collaboration to enhance their capability to implement business growth strategies.</p>
<p><i>Understanding the Growth Leadership Inventory</i></p> <p>How to interpret feedback from the Growth Leadership Inventory.</p>	<p>Be able to apply their feedback to increase their effectiveness as a growth leader.</p>
<p><i>Creating a Shared Vision</i></p> <p>How to define mission and vision. How to connect and align teams and individuals with the organizational vision. How to develop team and personal visions that focus on energy and activities toward implementing business strategy. How to communicate vision powerfully.</p>	<p>Be able to increase team and individual effectiveness in executing strategies that support organizational vision.</p>
<p><i>Adapting Mutual Influence</i></p> <p>How to apply mutual influence skills for promoting learning and collaboration. How to use supportive confrontation skills for confronting behaviors that impede strategy implementation in a way that supportively develops individual capacity.</p>	<p>Be able to create effective mutual influence relationships in which individuals are free to speak frankly, challenge each other, and hear and accept others offers. Be able to create higher-order solutions required for organizational growth.</p>

ENABLING IMPROVED PERFORMANCE

Leading for Growth can be enhanced by performance application, reinforcement, and support tools. These additional learning components ensure that leaders can develop skills during the workshop, and then fine-tune and apply their newly acquired skills and behaviors back in the organization. Involving executive management and/or developing peer support groups early on, and training them to coach for improved performance, is also important for a successful LFG implementation.

MEASUREMENT

LFG can be enhanced by the use of an optional Growth Leadership Inventory, a research-based assessment instrument that measures three dimensions critical to Growth Leadership.

Organizations that implement LFG also have access to additional measurement and impact evaluation tools.

EVALUATION

In most implementations, Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We have a common interest in making sure that *Leading for Growth* brings the results you seek. We are committed to helping you succeed. We will work with you to set up measurement systems to help move desired change forward and sustain the momentum of your implementation.

This offering, like all others from Wilson Learning, can be customized to reflect your own environment and business priorities, and integrated with your processes.