

Becoming a Transformational Leader | 2 Days

Transformational Leaders have a tremendous impact. They can empower teams to grow and work together, envision the future, embrace change, and maximize performance. This course will help you develop authentic leadership qualities that motivate and drive others to reach their full potential, and become the transformational leaders of the future.

WHO SHOULD ATTEND:

Managers, directors, executives, and others responsible for leading teams, overseeing projects, and developing new leaders.

JOB ROLES:

Personal Development
Leader of Teams/Projects
Leader of Managers/Departments
Leader of Organizational Strategy

OBJECTIVES:

- Bring about valuable and positive change in those you lead
- Increase engagement, motivation and morale in your team
- Enhance performance of individuals and the team
- Provide an authentic role model that inspires followership
- Develop others into leaders

COURSE OUTLINE:

Defining Transformational Leadership

Comparing Leadership Styles
Developing the Attitudes and Beliefs of a Transformational Leader

Being an Authentic Leader

Knowing Who You Are
Fostering Authenticity and Credibility

Demonstrating Leadership Practice

Following the Five Practices of Exemplary Leadership:
Modeling the Way
Inspiring a Shared Vision
Challenging the Process
Enabling Others to Act
Encouraging the Heart

Building Engagement and Motivation

Understanding the Drivers of Employee Engagement
Motivating Like a Transformational Leader

Optimizing Performance

Coaching for Performance
Supporting Performance through Partnership
Unlocking Potential
Developing and Transforming Careers

Mentoring Leaders

Growing Leaders
Putting Relationships First
Focusing on Character
Capitalizing on Strengths
Showing Optimism and Not Skepticism
Seeking Passion and Success

Committing to Transformational Leadership

We Ensure Personal & Professional Growth Through:



TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,
Personal & Team Assessments, Tools & Templates.

Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Content such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

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Reinforcement Videos

- How to Embed Change featuring Liz Mellon
- Planning for Change featuring Anne Riches
- Leading a Team Through Change featuring Liz Mellon
- Managing Change featuring Pat McLagan
- Change Through Rapid Transformation featuring Benham Tabrizi
- Changing a Culture: You Can't Do It By Yourself featuring Shelley Stewart Jr.
- The Missing Link to Creating Lasting Results for your Team and Organization featuring Barbara Trautlein
- Change is a Group Opportunity: Ask; Don't Tell featuring Frances Hesselbein
- The Most Important Habits for Driving Change featuring David Rock
- The Role of Urgency in Change featuring John Kotter
- Developing a Growth Mindset featuring Tom Catania
- Five Strategies for Leading Change in Challenging Times featuring Barbara Trautlein
- Change Needs Emotional Leadership featuring Liz Mellon
- Leading Change: Act Your Way to New Thinking featuring David Marquet
- Leading Change at All Levels by Deborah Ancona
- The Triple-A Model of Change Leadership featuring Benham Tabrizi

Book Summaries

- *Choosing Change: How Leaders and Organizations Drive Results One Person at a Time* by Susan Goldsworthy and Walter McFarland
- *Change-Friendly Leadership: How to Transform Good Intentions into Great Performance* by Rodger Dean Duncan

Blueprints

- *How to Be an Effective Leader in the Midst of Change* by Courtney Harrison, John L. Pothin and Sandra R. A. Karrman

Leader-Led Activities

- Short-term Wins Discussion Guide
- Leading People in Change Facilitation Guide
- Removing Barriers Facilitation Guide
- Dealing with Conflict Application Guide

Self-Assessment

- Your Perspectives on Change
- Change Leadership

Business Impact

- Business Impact: Involving Employees in Corporate Change

Challenge

- Challenge: Leading Change

Tools

- Change Equation
- Business Research
- Change Drivers
- Key People
- Create a Vision for Change

Test

- Leadership Advantage Test Yourself: Leading Change

Core Message

- Leadership Advantage: Leading Change 3.0

Case Study

- Beginning the Process of Change
- Setting the Stage
- Removing Barriers
- Short-term Wins
- People Challenges

Key Concept

- Key Concept: Conveying the Business Case for Change
- Key Concept: Your Change Coalition
- Key Concept: Moving Change Forward
- Key Concept: Create Short-term Wins
- Key Concept: Don't Let Up
- Key Concept: Leading People Effectively through Change

e-Books

- *Awakening the Leader Within: A Story of Transformation*
- *Lead with Wisdom: How Wisdom Transforms Good Leaders into Great Leaders*
- *The Transformative CEO: Impact Lessons from Industry Game Changers*

Videos/Courses

- *Becoming A Transformational Leader*
- *Transformational Leaders and the Environment*
- *From Management to Inspirational Leadership*
- *Define The Purpose Of Your Leadership*

Materials listed above are representative and do not include all assets, which are subject to change as titles and resources are always being updated.