

Leading for Performance: Meeting Leadership Challenges



Some managers, both new and experienced, tend to focus on output rather than the people who are producing the product. Yet, research shows that when a manager provides clear direction, information, and support, performance increases.

Leading for Performance: Meeting Leadership Challenges (LFP-MLC) helps managers learn how to shift their attention away from output and toward creating optimal conditions in three key leadership action areas, as shown below.

Learning to focus attention on effectively meeting employees' needs in these areas leads to long-term, sustainable growth, but ignoring these areas may lead to low morale, attrition, and low performance.

Leadership Action Areas

Promote Performance with Fulfillment	Stimulate Individual Growth	Answer Five Questions
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Program Outcomes

LFP-MLC helps shift managerial focus from strictly output toward creating stimulating conditions for employees to accept greater responsibility. Managers will understand what it means to be an effective leader in their organization, rather than an individual contributor.

Learning Approach

LFP-MLC is delivered as a half-day instructor-led module that can be facilitated by Wilson Learning or a leader-trained in-house professional.

This enables:

- Face-to-face interaction among the participants and the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

Enabling Improved Performance

LFP-MLC features the Leadership Actions Planner and Job Aid Card so participants can fine-tune and apply their newly acquired skills and behaviors on the job. Involving more senior management to ensure alignment and clear organizational direction, as well as training participants' managers to support and coach them, are very important for successful implementation.

Measurement

Organizations that implement LFP-MLC have access to a broad range of tools to measure initial behavioral changes and business results. One approach may be a web-based survey of participants' direct reports to identify the degree of change and the differences this change makes. More involved and thorough research options are also available.

Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

Key Learnings Are . . .

Promote: Performance with Fulfillment

Stimulate: Individual Growth

Answer: Five Questions

Your Leaders Will Be Able To . . .

Stimulate employee performance with high fulfillment to optimize satisfaction and meaning in work that effectively uses employees' talents

Lead each employee differently based upon their stage of growth within their position

Provide all the necessary information about the organization, recognize contributions appropriately, and create an environment where it's safe to ask for help

Continued

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