

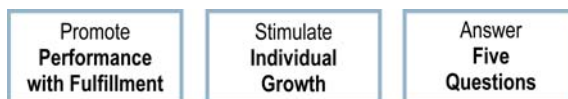


LEADING FOR PERFORMANCE - MEETING LEADERSHIP CHALLENGES

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 seen below).

Leadership Action Areas



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

VALUE PROPOSITION

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.

APPROACH

LFP-MLC is a half-day instructor-led module that can be facilitated by Wilson Learning or by 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

<i>Key Learnings Are ...</i>	<i>Your Leaders Will...</i>
Promote: <i>Performance with Fulfillment</i>	Be able to stimulate employee performance with high fulfillment, to optimize satisfaction and meaning in work that uses employees' talents well
Stimulate: <i>Individual Growth</i>	Be able to lead each employee differently based upon their stage of growth within their position
Answer: <i>Five Questions</i>	Be able to provide all the necessary information about the organization, recognize contributions appropriately, and create an environment where it's safe to ask for help

ENABLING IMPROVED PERFORMANCE

LFP-MLC features the Leadership Actions Planner and job aid card so the 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 a successful implementation.

MEASUREMENT AND EVALUATION

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