



LEADING FOR PERFORMANCE-TAKING SMART RISKS

Taking smart risks is essential for success in today’s business environment, and it’s imperative to do more than simply respond, anticipate, and cope with the outcome. Leaders, especially, need to become skilled risk takers. Leaders need to become more flexible with their own risk taking in order to recognize their employee’s styles. Leaders also need to judge when to take certain risks, avoid, or stop risks. Learning how to properly assess and then take a risk will benefit every aspect of every organization.

Leading for Performance-Taking Smart Risks (LFP-TSR) teaches managers a three-part process for successful risk taking: 1) identify risk actions, 2) analyze, and 3) develop risk protection.

Risk Analysis Cycle



Each part of the process uses real-life examples that participants bring along with them, so each lesson taught is more meaningful and useful.

VALUE PROPOSITION

Organizations can lose opportunities to delight customers, improve processes, and decrease cycle time if managers are unable or unwilling to take risks due to fear. LFP-TSR helps an organization’s managers take *smarter* risks to meet the uncertainty of today and shape the future of the business.

APPROACH

LFP-TSR 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

Key Learnings Are ...	Your Leaders Will...
<i>Risk Identification</i>	Be able to apply a systematic process to recognize opportunities where taking a risk may be an opportunity
<i>Risk Analysis</i>	Be able to apply a 4-step process (see model above) to analyze a risk, with a view of stakeholders and intuition
<i>Risk Protection</i>	Be able to develop “insurance” to minimize the downside with a systematic risk protection plan

ENABLING IMPROVED PERFORMANCE

LFP-TSR features various application tools so that leaders can develop skills during the workshop, and fine-tune and apply their newly acquired skills and behaviors on the job. Involving management and training them to coach is also important for a successful LFG implementation.

MEASUREMENT AND EVALUATION

Organizations that implement LFP-TSR have access to a broad range of tools to measure initial behavioral changes and business results. For LFP-TSR, one approach may be a case study to identify the degree of change and the differences that this change makes. Other research options are also available.