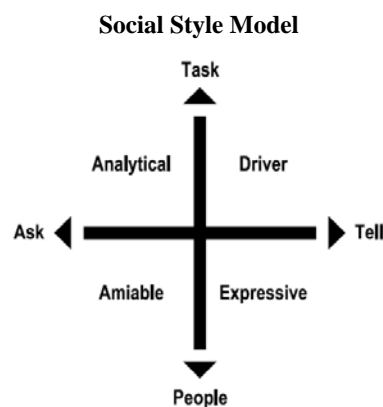




LEADING FOR PERFORMANCE-WORKING STYLES: DIMENSIONS OF SOCIAL STYLE

Today’s workplace continues to grow more culturally, educationally, and philosophically diverse. Research shows that a manager’s ability to deal with different Social Styles has a direct impact on work-group effectiveness and satisfaction. Managers need to model interpersonal versatility to ensure that their work-groups remain productive. This module will help managers communicate with and respond to different styles, and increases their versatility to work together for top performance.

Leading for Performance-Working Styles: Dimensions of Social Style (LFP-WS) is based on the Social Style model, with its four distinct interactive styles: Driver,



Analytical, Amiable, and Expressive. LFP-WS provides proven skills for identifying Social Style, recognizing each style’s strengths, and developing interpersonal versatility to adapt one’s own behavior and work more effectively with others.

VALUE PROPOSITION

A manager’s versatility directly links to work unit performance and satisfaction. LFP-WS will benefit any organization by showing a manager how to communicate better, and improve teamwork and cooperation.

APPROACH

LFP-WS is a one-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

A *highly recommended option* and a key component in LFP-WS is the Social Styles Profile, which will profile the participant by means of Social Style and Versatility.

<i>Key Learnings Are ...</i>	<i>Your Leaders Will...</i>
<i>Social Styles Model & Versatility</i>	Be able to identify social styles in themselves and other and learn about the importance of versatility in the workplace
<i>Understanding Perception</i>	Be able to understand common perceptions of other social styles and ways to recognize one’s own comfort zone
<i>Building Style Modification Skills</i>	Be able to apply learned skills to increase versatility

ENABLING IMPROVED PERFORMANCE

LFP-WS features various performance applications, reinforcement, and support tools so the participants can fine-tune and apply skills and behaviors on the job. Involving management and training them to coach is key for a successful implementation.

MEASUREMENT AND EVALUATION

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