EXECUTIVEWORKS

**Leading the way you want to – an exploration of personal leadership in today's environment**

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**Objectives**
1. Increase awareness about leadership in this industry;
2. Explore what is unique about leading in this industry;
3. Challenge participants to consider whether their current behaviour is having the leadership impact they desire
4. To offer some tools to help participants become more effective leaders

**Description**
We know that organizations with effective leaders are more successful in every respect – profitability, safety, productivity, customer satisfaction, etc. Despite this few, if any, organizations can confidently say that their leaders are doing everything they can to bring out the best in others. The reasons for this are many. All too often those in leadership positions judge their leadership performance on their intentions and are unaware of how others actually experience them. Furthermore, they may lack either the skills or the time to effectively understand what is going on for others and learn how they may change their behaviour to effectively meet others' needs – whether these be reports, peers, supervisors or customers. Consequently they are left doing the best they can with the limited information they have. And all this takes place in a work environment which is high stress, hectic and at times overwhelming.

This course will offer a critical step to help participants achieve the results that effective leaders can produce. Initially we will examine how leadership is changing and discuss the challenges those in leadership positions face in today's organizations. Reviewing the pitfalls of the old paradigms of leadership we will present a more current and relevant model.

The focus will then shift to developing strategies that will help participants really understand how others experience their leadership. A series of questions will be developed within the group that will be used to provide valuable information regarding participants' leadership effectiveness. Participants will then be challenged to seek some real time feedback from others in their organization. This data will be collected and reviewed during the course.

Finally, all participants will be challenged to reflect on what they have learned about their leadership and create a realistic and practical plan to develop their leadership. This plan will include the necessary support processes to help guide them in making the changes which will move them towards more showing up an effective and growing leader.