

# Leading for Results



If you are a manager or supervisor who want to effectively lead, build high performance work teams, inspire, influence and achieve optimum outcomes, this course is for you!

This program strengthens fundamental leadership skills, examines various leadership styles and explores techniques for building high-performance work teams.

In this **highly interactive and hands on program**, leaders will learn how to:

- Set standards, expectations, and goals
- Develop a high performing team
- Flex their leadership style based on the situation
- Align individual and organizational values
- Build community to foster productivity
- Mentor, coach and counsel employees
- Delegating appropriately and effectively
- Give effective feedback
- Giving tough feedback
- Follow NASA's lead with positive feedback
- Coach associates to high performance



## Modules:



## DAY 1

**Leadership Icons**

- My Leadership Icon: Activity
- Common Leadership Traits

**High Performing Teams**

- Why Teams Fail
- How NRGized is your Team: Activity
- Stages of Team Development
- Is your team stuck?: Activity

**Setting Expectations**

- Hit the Target: Activity
- SMART Goals
- Goal Setting Police: Activity
- A Process to Agree on Goals
- Practice Setting Expectations: Activity

**Flexing your Leadership Style**

- The 4 Styles
- What is your preference?: Activity
- The secrets to the other 3 styles
- Flexing Your Style: Activity

**Letting Go and Delegating**

- The Delegometer: Activity
- 3 Phases of Delegating
- Delegation Worksheet: Activity



## Modules:

## DAY 2



## Coaching to High Performance

- The Blind Leading the Blind: Activity
- The 4 Types of Feedback
- What is Your Feedback Style?: Activity
- 3 Keys to Effective Feedback
- Positive Reinforcement the NASA Way: Activity



## Handling Emotions and Defensiveness

- The Defensiveness Wall: Activity
- Emotional Reactions to Confrontation
- 10 Ways to Reduce Negative Reactions
- Listening Saves the Day: Activity

## The Values Value Chain

- 4 steps to Putting Values into Action
- Value Interviews: Activity
- Your Crisis in Values: Activity
- Live it, Improve it, Track it: Best Practices

## Addressing Performance Problems

- The Ideal Conversation
- The Feedback Police: Activity
- Checklist for Confronting Performance Problems
- Practice Confronting Performance Problems: Activity

