

Time Allocation - Topics

10% Leadership Self Assessments

- Leader confidence and motivation-to-lead assessments
- Leadership styles inventory assessment
- Integrate assessment results to topics throughout the day

10% Leader Development Process

- The challenge-assessment-support (CAS) system of leader development
- Managing the development of self and others
- Overview the personal leader development plan to be created throughout the day

15% Nexus of Leadership, Motivation, and Power and Influence

- Dynamics between leadership styles and power
- Relationships between leadership styles and leader credibility and influence
- Modes of influence and follower motivation

40% Behaviors and Functions of Inspirational and Transformational Leaders

- Creating a sense of purpose and drive for excellence
- Leading with integrity and authenticity
- Communicating to achieve alignment and shared vision
- Building strong personal and team relationships
- Inspiring creativity and engagement
- Growing and developing others
- Modelling the way

10% Art of Leadership: Adapting Leadership to the Situation

- Leader self-awareness and perspective-taking
- Recognizing what form of leadership is needed
- Adapting leader style and approach to maximize effects

10% Taking Charge: Lessons for Assuming the Next Leadership Role

- Leveraging the seminars content to assume the mantle in your next role
- Best practices during leadership transitions

5% Launching the Personalized Leader Development Plan

- Best-practices to continue to refine and execute the draft plan created in the seminar
- Leveraging others to assist in the leader development journey
- Keeping the development process on track

Focus

Primary - Leadership Development

Adaptability, Commitment, Communication, Creativeness, Developmental Perspective

Secondary - Planning/Organizing

Use of Authority, Delegation, Direction, Coordination

Tertiary - Executing/Controlling/Evaluating

Problem Identification

Level

Introductory **Intermediate** Advanced

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