



Leadership Development - Enhance the probability of Succession Success_{sm}

History has proven that the ability to lead and manage are learnable skills. The following organizational development program is designed specifically for organizations seeking to enhance management and leadership skills that will increase the probability of Succession Success_{sm}. The outcome of completing the program will be leaders and managers, who will demonstrate the knowledge, skills and attitudes (KSA) required to make choices and decisions fundamental to success. The KSA training will improve leadership and management ability through advancing the fundamental understanding of critical success issues that will include, but are not necessarily limited to:

- Customer understanding
- Commitment to quality
- Team organization and motivation
- Adaptability to change
- Attention to detail
- Entrepreneurial motivation
- Effective communication techniques
- Effective delegation techniques
- Leadership principles and application
- Organizational techniques
- Project management
- Motivation skills
- Accountability techniques and practices

Session One: K*A*S*H* Value – Accelerating Individual and Organizational Growth

This program serves as the cornerstone for building or reinforcing a high-performance business culture. Using ProScan assessment technology to assess leadership and management resources, the program identifies an effective course of action for enhancing personal leadership and communication skills, improving communication, making more effective decisions, and adapting to changing conditions. The program is delivered in 12 modules over two days off site or in an environment immune from distractions.

Session Two: Integrated Strategic Planning: Commitment To The Legacy

This program combines Strategic and Operational Planning. An outcome of the program will be a written strategic and marketing plan that is detailed with an integrated budget and a step by step action plan. This strategic planning initiative positions and empowers managers for organizational planning and department planning. The ultimate by-product is a refined, realistic vision of the future with a detailed roadmap for the achievement of specific goals. This group usually includes the senior staff, but may be open to others, as appropriate.

Session Three: Team Building and Developing Strengths Through Synergy

This program shifts the responsibility for success from an individual to the team. Using knowledge and information learned in the K*A*S*H* unit, your team members will learn how to use develop and utilize team synergy within a specific group, department or organization. Benefits will include a reduction in management stress, improved organizational harmony and enhancement of productivity for improved benchmark performance. The program is delivered in 4 modules that are spaced to meet your timeline.

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