

Leading for Performance

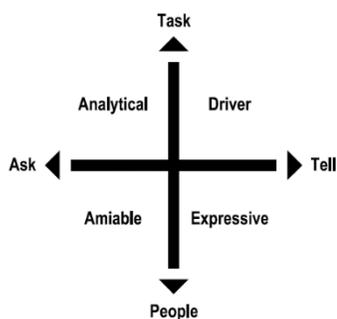
Working Styles: Dimensions of Social Style



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 workgroup effectiveness and satisfaction. Managers need to model interpersonal versatility to ensure that their workgroups remain productive. This module will help managers communicate with and respond to different styles, increasing 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.

Social Style Model



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Program Outcomes

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.

Learning Approach

Wilson Learning believes that learning must be transferred to day-to-day work practices. To achieve this, *Working Styles* includes components and activities that enhance Participant Readiness, Learning Transfer, and Organizational Alignment.

Participant Readiness prepares managers and their manager for the learning experience:

- Pre-workshop communication
- Social Styles Profile that will profile the participant by means of Social Style and versatility

Learning Transfer design embeds practice and use of new skills. The learning can be flexibly delivered:

- As a one-day face-to-face, application-oriented workshop
- By Wilson Learning facilitators or by a leader-trained in-house professional

Organizational Alignment ensures the organization supports the use of the new skills:

- Post-learning reinforcement activities available for both the manager and his or her manager

As a result of this integrated approach, participants will continue to apply the skills and tools learned long after the learning event is completed.

Key Learnings Are . . .

Social Styles Model and Versatility

Understanding Perception

Building Style Modification Skills

Your Leaders Will Be Able To . . .

Identify social styles in themselves and others and learn about the importance of versatility in the workplace

Understand common perceptions of other social styles and ways to recognize one's own comfort zone

Apply learned skills to increase versatility

Continued

Enabling Improved Performance

Leading for Performance—Working Styles: Dimensions of Social Style (LFP-WS) features various performance applications, reinforcement, and support tools so participants can fine-tune and apply skills and behaviors on the job. Involving management and training them to coach is key for successful implementation.

Measurement

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

Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.