

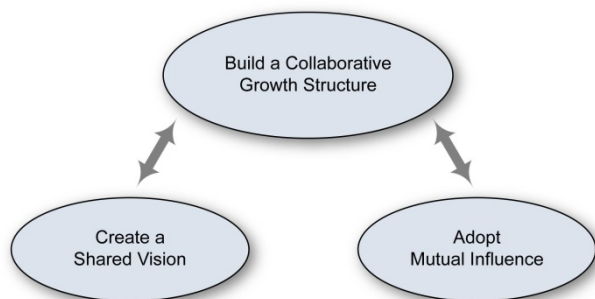
# Leading for Growth™



Yesterday's leaders were characterized by a take-charge attitude, a high degree of control over employees, and knowing all the answers. This heroic management mindset creates an uninspired organization where employees fail to show initiative, take risks, or collaborate. Today, no one person can possibly have all the answers, and organizations need leaders who can develop team members, collaborate to create innovative approaches and outcomes, and adapt to changing needs.

*Leading for Growth™* (LFG) challenges managers to rethink their role as leaders, shifting their mindset from that of "heroic manager" to "growth leader." The program is structured on the core dimensions of growth leadership: building a collaborative culture, creating a shared vision, and adopting mutual influence.

## Critical Elements of Growth Leadership



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## Program Outcomes

LFG gives leaders the knowledge and skills to build a cohesive, shared-responsibility team with a common vision that guides strategy implementation. Leaders also develop an understanding of how to align their talented employees with their strategies. They learn how to eliminate behaviors that impede growth and ensure that differences are valued and disagreements are raised and effectively resolved.

## Learning Approach

Learning must be transferred to day-to-day work practices. To achieve this, LFG includes components and activities that enhance Participant Readiness, Learning Transfer, and Organizational Alignment.

**Participant Readiness** prepares leaders for the overall learning experience:

- Growth Leadership Inventory, a multi-rater instrument that provides insights for participants from the perspectives of their peers, managers, and those they lead

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

- Two-day face-to-face, application-oriented workshop

All can be delivered in modular format over non-consecutive days to allow application between sessions. This program can be taught by a Wilson Learning facilitator or by an organization's own leader-trained in-house professional.

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

- Post-learning reinforcement activities available for the leader

## Modules: Key Learnings Are . . .

### Choosing Growth Leadership

How to connect the consequences of heroic management and the benefits of growth leadership to participants' roles in their own organizations

## Your Leaders Will . . .

Be prepared to make the shift from heroic manager to growth leader; be able to develop others' capabilities to implement business strategy, thereby helping individuals and the organization grow and be competitive

### Building a Collaborative Growth Culture

How to define collaboration and recognize how a collaborative mindset helps build an environment of shared responsibility and collaboration

Be able to co-create a culture of shared responsibility and collaboration to enhance their capability to implement business growth strategies

### Understanding the Growth Leadership Inventory

How to interpret feedback from the Growth Leadership Inventory

Be able to apply their feedback to increase their effectiveness as a growth leader

### Creating a Shared Vision

How to define mission and vision; how to connect and align teams and individuals with the organizational vision; how to develop team and personal visions that focus on energy and activities toward implementing business strategy

Be able to increase team and individual effectiveness in executing strategies that support organizational vision

### Adopting Mutual Influence

How to apply mutual influence skills for promoting learning and collaboration; how to use supportive confrontation skills for confronting behaviors that impede strategy implementation in a way that develops individual capacity

Be able to create effective mutual influence relationships in which individuals are free to speak frankly, challenge each other, and hear and accept others' offers; be able to create higher-order solutions required for organizational growth

## Continued

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

## Enabling Improved Performance

*Leading for Growth*™ (LFG) includes various performance application, reinforcement, and support tools, such as application exercises, job aid cards, electronic reinforcement tools, performance checklists, etc. These tools ensure that participants can hone newly acquired skills and behaviors upon returning to work.

## Measurement

Follow-up measurement options are available, including an optional Growth Leadership Inventory, a research-based assessment instrument that measures three dimensions critical to Growth Leadership.

## 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.**