

LEADERSHIP DEVELOPMENT

“Leaders your employees will want to follow.”

The single greatest determinant of success or failure for any organization is the effectiveness of its leaders. The ability to recognize the reality of unforeseen events and the discipline to prepare for them; the ability to form meaningful relationships with team members and sincerely value the person and their input; the ability to recognize their own strengths and limitations and those of others to harness the power of the many. These are all essential skills.

The #1 reason people leave their job is their boss.

We often promote individuals into leadership positions without equipping them to lead others. They were good at doing their job and so it is assumed they are the right person to put in charge. But that isn't always the case. This puts both the manager and his team at a disadvantage and partly explains the number one reason people leave their job is their supervisor. The good news is leadership is a learnable skill! Learn the traits and practices of effective leaders and your employees will want to stay and grow.

Each participant receives a copy of *Retention: Key Mindsets That Retain Top Talent* where a chapter a week is assigned for reading. By combining their ideas, participants gain a richer understanding of the material than if they had read the book on their own. The course gives the leader an opportunity to grow in the areas of effective leadership, conflict management, and developing others. As a facilitator and HR professional, Colene guides participants through discussion, Q & A, and how-to best handle interactions with their boss, peers and direct reports. Each group has a limited number of members so that each has an opportunity to fully participate. Simple assignments are given to participants who are then held accountable to complete. As leadership is influence, the class is beneficial to a leader at any level with or without direct reports.

