

## Strategic Leadership Training/Coaching

**If you are not using a leadership trainer and/or coach your competition is.**

### **Strategic Leadership and Training Coaching**

Executive leadership training and coaching can sharpen and focus your strategic vision.

By acquiring the skills, expertise and processes of visionary leadership you will magnify and telescope the effectiveness of your leadership behaviors.

In today's globally competitive economy, all professionals, supervisors, managers and entrepreneurs should participate in executive level leadership training.

The principles and concepts of strategic leadership enables executives to formulate, communicate and execute on their powerfully compelling visions.

What ingredients give your visions energy and inspire people to take positive actions?

### **Leadership**

Good leaders are **made** not born. If you have the desire and willpower, you can become an successful leader. Good leaders is develop through a never ending process of learning, coaching, education, training, and experience.

### **Strategic Leadership**

#### **Substance**

Implementing: Getting things done the right way.

Visioning: Focusing on the right things

#### **Process**

Implementing Getting things done the right way.

#### **Six Components of Strategic Leadership**

1. Determining the organization's purpose or vision
2. Exploiting and maintaining the organization's core competencies.
3. Developing the organization's human capital.
4. Sustaining an effective organizational culture.
5. Emphasizing and displaying ethical practices.
6. Establishing balanced organizational controls.

## **Top-down change.**

- Strategic and comprehensive change that is initiated with the goals of comprehensive impact on the organization and its performance capabilities.
- Driven by the organization's top leadership.
- Success depends on support of middle-level and lower-level workers.

## **Bottom-up change.**

- The initiatives for change come from any and all parts of the organization, not just top management.
- Crucial for organizational innovation.
- Made possible by:
  - Employee empowerment.
  - Employee involvement.
  - Employee participation.

## **Two Important Keys to Effective Leadership**

- Trust and confidence in top leadership are the single most reliable predictor of employee satisfaction in an organization.
- Effective communication by leadership in three critical areas are the key to winning organizational trust and confidence:
  1. Helping employees understand the company's overall business strategy.
  2. Helping employees understand how they contribute to achieving key business objectives.
  3. Sharing information with employees on both how the company is doing and how an employee's own division is doing - relative to strategic business objectives.

## **The Process of Great Leadership**

The road to great leadership that is common to successful leaders:

- **Challenge the process** - First, find a process that you believe needs to be improved the most.
- **Inspire a shared vision** - Next, share your vision in words that can be understood by your followers.

- **Enable others to act** - Give them the tools and methods to solve the problem.
- **Model the way** - When the process gets tough, get your hands dirty. A boss tells others what to do, a leader shows that it can be done.
- **Encourage the heart** - Share the glory with your followers' hearts, while keeping the pains within your own.

## Leadership Self-Assessment Activity

This self-survey will provide you with feedback as to your feelings of leading others. Rate yourself on a scale of 1 to 5, with 5 being a definite YES and 1 being a definite NO. Be honest about your answers as this survey is only for your own self-assessment.

Circle the number which you feel most closely represents your feelings about the task

NO YES

1. - 1 2 3 4 5 - I enjoy working on teams.
2. - 1 2 3 4 5 - I am able to speak clearly to others.
3. - 1 2 3 4 5 - I enjoy relating to others on an interpersonal basis.
4. - 1 2 3 4 5 - I am good at planning.
5. - 1 2 3 4 5 - I can interpret rules and regulations.
6. - 1 2 3 4 5 - I feel comfortable asking others for advice.
7. - 1 2 3 4 5 - I enjoy collecting and analyzing data.
8. - 1 2 3 4 5 - I am good at solving problems.
9. - 1 2 3 4 5 - I am comfortable writing memos to others.
10. - 1 2 3 4 5 - I can delegate work to others.
11. - 1 2 3 4 5 - I am effective at handling employee complaints.
12. - 1 2 3 4 5 - Giving directions is comfortable for me.
13. - 1 2 3 4 5 - I know how to develop goals and carry them out.
14. - 1 2 3 4 5 - I am comfortable at implementing new techniques.
15. - 1 2 3 4 5 - I enjoy appraising performance and giving feedback.
16. - 1 2 3 4 5 - If I made a mistake, I would admit it and correct it.
17. - 1 2 3 4 5 - I am able to resolve conflict in the workplace.
18. - 1 2 3 4 5 - I believe in diversity in the workplace.
19. - 1 2 3 4 5 - I thrive on change.
20. - 1 2 3 4 5 - One of my greatest desires is to become a leader.

## Scoring

Score the survey by adding the numbers that you circled: \_\_\_\_\_

A score of fifty or higher indicates a desire to become a leader and a perceived ability to perform the tasks required of a leader.

A score of fifty or less indicates a general dislike of wanting to become a leader or a perceived inability to perform the tasks required of a leader.

BUT, no matter what your score is, your commitment, desire, and determination are the biggest indicators of your ability to become a leader.

Use this assessment to help you to determine what skills and abilities you can continue to improve (Strengths) and what skills and abilities you need to develop (Opportunities for growth).

What are your strengths?