

# Leadership



There is an over abundance of managers and a huge lack of leaders. This situation clearly has a negative impact on an organization's ability to grow and compete.

A leader combines the vision and curiosity of a dreamer with the practical engineering of a builder. A leader is goal directed, looking forward with anticipation toward the attainment of measurable outcome goals. A leader is a person who sets goals and achieves results. Goals give an effective leader meaning and purpose, and serve as a continuous source of motivation in pursuit of organizational and individual success.

While many books have been written about leadership, it remains, for many a misunderstood and elusive quality. The capacity for leadership exists in everyone, but most people never take the time to develop it. Leadership is determination, courage, confidence, and the ability to get results!

Positive leadership assumes that goals can be accomplished, the job can be done, the problem can be solved, and the obstacles will be overcome. A leader creates his or her own future and drives the future success of an organization.

## The Process

This Leadership Development process is a structured, open-ended pragmatic approach to leadership growth. It is a process designed to help individuals develop the attitudes, skills, and qualities necessary for personal and organizational leadership. ■

## Three Essential Elements

**Attitude Development:** Attitudes are the basis of all behavior; therefore, in order to develop or enhance leadership behavior, it is essential that we begin by developing positive, success-oriented attitudes.

**Interpersonal Skills:** Much of what a leader is involved in and therefore accomplishes involves other people. To be effective in this continuous challenge it is important to learn, understand, and use interpersonal skills effectively.

**Goal Setting:** Leadership, among other things, is the process of providing organizational direction and accomplishing necessary objectives. The goal accomplishment model provides the tools and process necessary to achieve more goals, more often, in order to maximize results and outcomes.

## Critical Issues Covered Within This Process

- Leadership and You
- Tapping Your Hidden Potential
- Motivation
- Behavior and Conditioning
- Attitude Development
- Personal and Organizational Goal Setting
- Roadblocks to Success
- Creative Power and Visualization
- Managing Your Time
- Communication
- Delegation
- Decision Making & Problem Solving

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## Results & Outcomes Include

- Being More in Control of Your Future
- Increased Revenue
- Increased Profitability
- More Personal Time and Freedom
- A Clear, Focused Direction
- Enhanced Leadership Ability
- Results-Oriented Attitudes
- Developing Your Team
- Creating a Vision for Personal Direction and Decision Making

## Contact Information

Total Strategies for Success, Inc.

P: 601-924-1601

F: 601-924-1631

Success@TotalStrategies.net

## Deliverables – Leadership Development

<b>10 Development Sessions</b>	Participants meet for 10 weekly sessions for 3 hours. This process enables participants to “develop” since they will have application and practice time between sessions. Each session will end with specific goals and action steps to be accomplished by the next session.
<b>3 Follow-Up Sessions</b>	The group will meet quarterly for the 3 quarters following the last session. Participants will present progress reports on their individual and organizational goals. When needed, additional content may also be part of these sessions.
<b>Audio CD Series</b>	14 Chapters of program content in audio form enables participants to have multiple exposures to the content between sessions allowing the sessions to be hands-on and application oriented. Five exposures during the week between sessions results in content retention in excess of 60%.
<b>Text</b>	Exact same content as audio series with assessments at the end of each chapter for reinforcement of content. The text is also used as a reference guide.
<b>Action Plan</b>	Self and Organizational Evaluation Sections utilized to personalize individual action Plans.
<b>Phone/E-mail Consultation</b>	Participants within the group will have unlimited phone/e-mail consultations with facilitator during the process.
<b>Concept Application Through Goal Setting</b>	The group will focus on the implementation of key concepts as they apply to each participant, by developing written goals with measurable action steps.
<b>Critical Issues</b>	Each participant will identify 3 critical issues within the organization and develop comprehensive action steps for each issue.
<b>Productivity Assessment</b>	The group will analyze current productivity followed by measurable goal setting.
<b>Self-Concept Profile</b>	Each participant will analyze current confidence and comfort levels with self, and create steps to be taken if improvement is desired.
<b>Personal Vision</b>	Each participant will develop a vivid mental picture of his/her future direction.
<b>Time Management Analysis</b>	Each participant will analyze his/her personal time management ability followed by goal setting where improvement is needed.
<b>Communication Assessment</b>	The group will discuss the current communication “state” and its impact on others.
<b>Measurable Results</b>	The process is customized and tailored to achieve the measurable outcomes set by each specific client organization.