



Leadership: Leading & Motivating Through Conversation

Course Overview:

What type of leader do you aspire to be in your organization? As a supervisor, what type of relationship would you like to have with your team? Are the conversations you are having with your team building them up? Are they moving you towards your goals?

This full day workshop will focus on these questions by providing you with the tools you need to be an effective leader in your organization through conversation.

We learn, grow, and perform together through conversation. Conversational leadership provides an alternative to the standard model of leadership. The world is too complex and challenging to assume that only a few people have the wisdom to lead. Supervisors at all levels in any organization are longing for cultures supporting respectful interactions. Conversational practices often are based on debating and wanting to be right creating win-lose conversations. Supervisors often assume that there is one right answer and often fight to get that answer accepted as “the right answer.” In conversational leadership, the answers to your pressing questions come from conversation.

When you value your relationships and learn to be a high-performance supervisor, you are genuinely interested in others and their ideas and allow others to be heard. As you and your team members work together, you will create a more successful organization.

Focus:

In this highly engaging workshop, you will learn how to improve the relationships with the people you lead, and bring out performance at the highest level. You will focus on the actual conversations you create in your organization, not abstract leadership styles. This workshop is designed to help you use conversation to improve your ability to lead change, and develop influence within your organization. You will learn how to effectively assign

work, resolve conflict, develop others, problem solve, make decisions, provide feedback and coach for performance. The bottom line is you will walk away with a roadmap for your own development as a better leader.

Performance Objectives:

After completing this course, you will be able to:

- Differentiate between what it means to have the formal role of a manager vs. choosing to be a leader
- Strengthen three personal characteristics that will drive your success:
 - ✓ The **discipline** to always keep your commitments
 - ✓ The **courage** to have difficult conversations
 - ✓ The **ethic** of consistently treating every person with respect
- Influence others and make yourself heard
- Assign work by trimming off the fat and eliminating rework
- Use the best practices for problem solving and decision making
- Reduce conflict through managing expectations of yourself and your team
- Give feedback effectively, improving your ability to coach others
- Engage in productive and performance-based conversations
- Use the power of conversation to remove resistance to change on your teams

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June 25th, 2020 from 8 a.m. – 4 p.m.

For more information contact:

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