



A LOOK INSIDE
**THE LEADING FORWARD
ACADEMY**

<https://www.Magnaleadership.com>

by
MAGNA
Leadership Solutions LLC

THE CHALLENGE

“LEADERS DON’T CREATE FOLLOWERS; THEY CREATE MORE LEADERS” *TOM PETERS*

Gallup’s “Best Practices Organizations” use a servant leader approach where employees know their voice and ideas are heard and valued. People feel they are contributing to something bigger, creating a sense of purpose in their work. Servant leaders begin to emerge at all levels of the organization, driving the satisfaction, engagement and productivity that define a best practices organization. The Leading Forward Academy (LFA) approach is built upon Gallup’s work.

THE SOLUTION

Leading Forward Academy leaders build healthy sustainable cultures. Participants learn, practice, apply, and share best-practice tools. They share successes and challenges during the workshop, afterwards with their capability partner, and again in the mastermind session. This repetition allows them to lose the fear of failure that often holds them back. Organizational change becomes easier as employees and teams confidently develop solutions to complex problems.

WHAT WE KNOW

- ✔ Our proprietary **G**uided and **A**ppplied **I**ntegrated **L**earning (**GAIL**) system connects theory, knowledge and application to address real workplace challenges.
- ✔ The GAIL process replaces individual training events, which are often entertaining but don’t deliver the desired sustained behavior change.
- ✔ Participants get many chances to apply their newly found knowledge. Using interactive and engaging actual client scenarios, they build both competence and confidence.



LEADING FORWARD ACADEMY (LFA) WORKSHOPS



WORKSHOP 1 - BEHAVIORS WITH PURPOSE

Participants gain an in-depth understanding of the strengths, preferences, and limitations of the 4 DISC styles by:

- Receiving a detailed report to kick-start an understanding of their unique talents.
- Gaining greater self-awareness, confidence and comfort in being themselves.
- Engaging in a series of interactive exercises to identify the styles and strengths of others.
- Having the tools to adapt to other's temperaments to build relationships.



WORKSHOP 2 - COMMUNICATING AND COACHING WITH PURPOSE

Participants gain deep insight into effective communication leadership, listening to all viewpoints and getting people's attention by:

- Removing the barriers to effective communication.
- Communicating using observation without interpretation to remove judgement.
- Resolving conflict by mastering difficult conversations.
- Creating accountability and learning to balance task and relationship priorities.
- Receiving advice and encouragement as a gift and not as punishment.



WORKSHOP 3 - MOTIVATING & ENGAGING EMPLOYEES WITH PURPOSE

Participants gain the self-assurance and skill to empower people and build confidence towards creating servant leaders by:

- Practicing the Task Quotient (TQ) approach to understanding task balance sensitivity to recharge each day with work engagement.
- Delving deeply into the essential practices of FLOW that ignite self-motivation to stay "in the zone".
- Understanding the importance of autonomy, mastery and purpose as the foundation of sustained engagement.
- Honing their expertise in identifying and addressing workplace challenges, generating greater productivity while improving employee retention.

LEADING FORWARD ACADEMY (LFA) WORKSHOPS



Workshop 4 - Driving Forces (Values) with Purpose

Participants learn how to foster a strong culture that understands and values differences and cares about what drives their team members towards high standards by:

- Receiving a report and a diagnostic tool to initiate their understanding of the values driving behaviors.
- Learning how to identify the 12 driving forces of their staff or colleagues and engage in deeper conversations that build trust and understanding.
- Recognizing and appreciating that all approaches can be successful to solve challenges and drive positive organizational change.
- Using team maps to identify team member's drivers of engagement and disengagement.



Workshop 5 - Critical Thinking and Problem Solving with Purpose

Participants shift from an individual focus to an organizational challenge to practice applying critical thinking skills and practicing a system of solving problems as a leader and team member by:

- Taking a deep dive into a complex challenge with multiple variables and applying the workshop tools to solve it.
- Investigating concepts such as root cause analysis, advocacy versus inquiry, problem statement construction, and how structure influences behavior and performance.
- Exploring the human change process and detailing a change strategy.
- Using the Systems Framework visual model to create an implementable strategy back in the workplace.



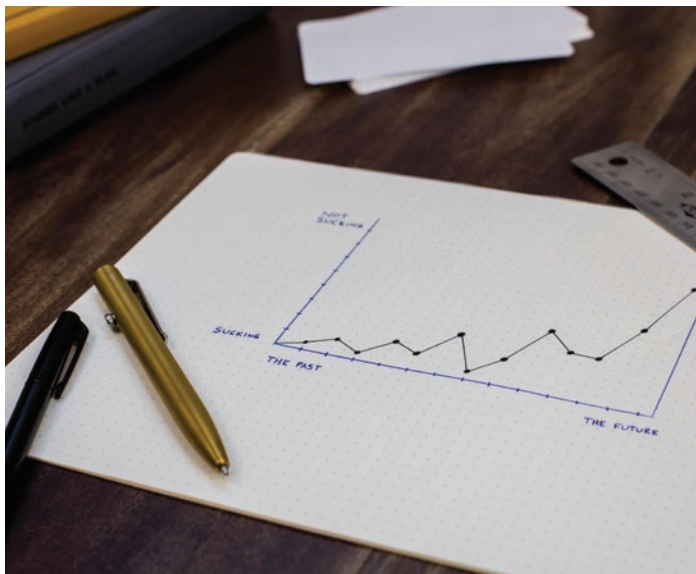
Workshop 6 - Leading with Purpose

Participants continue working the organizational challenge from workshop five. They walk away transformed with the confidence to effectively lead teams and build a more thriving organization by:

- Understanding the critical differences between management and leadership and how to develop their own unique style.
- Discovering and sharing their personal values that create the foundation of their leadership style.
- Accelerating team development using a proprietary diagnostic tool to pinpoint constraining leadership behaviors.
- Delivering an action plan that can be immediately applied back into the workplace.

OUR LEADERSHIP PHILOSOPHY

At Magna Leadership Solutions, we believe that everyone in an organization should be given the opportunity and responsibility to act as leaders. Organizations realize their full potential by tapping into the promise of every person. Leading people is not a trivial matter. Leadership is a skill and talent that can be cultivated given the right focus and resources. We have learned one critically important thing about leadership, that most organizations already have good people. However, people engage in their work at their maximum potential only when they feel important, valued, listened to, and part of something special.



RESULTS

We are exceptionally proud to say that every Leading Forward Academy client that we partner with has a 100% client return rate. Our reputation is all about equipping organizations with all the tools, techniques, and best-known methods required to grow effective leaders to take on the dynamic challenges that every organization faces.

OUR CLIENTS



PRAISE FOR MAGNA LEADERSHIP SOLUTIONS



"For the last 7 years the Leading Forward Academy (LFA) has cultivated the leadership skills of the brightest stars in Arizona's banking industry. The graduates have acquired a skillset that makes them better managers, and much more valuable assets to their respective financial institutions. The Academy has also produced an army of engaged and active citizens in the public life of our state. Thank you, Kevin, and Tim, for making our best and brightest even better and brighter!"

Paul Hickman, President & CEO, Arizona Bankers Association

"Magna Leadership Solutions has been an invaluable partner in elevating our leadership standards to new heights. Rather than merely serving as trainers, they wholeheartedly embraced their role as trail guides and scouts for our global team. Their unwavering commitment to motivating us to achieve and aspire to become exceptional managers and leaders is truly commendable. From the onset of our journey, Magna seamlessly integrated themselves into our team, consistently going above and beyond the scope of our agreements. Their dedication to our shared values became evident as they actively contributed to our collective growth. Today, our managers and leaders not only share a common language but also hold themselves and each other accountable, fostering a culture of continuous connection, support, and personal growth."

Brett Rodgers, Global VP of Human Resources, SACHEM, Inc.

"Outstanding mix of forward thought and practical industry experience. My engagements with Kevin and his team have been very impactful on my personal career and enabled me to become a more effective leader for my organization."

Toby Price, Vice President - Aerospace Customer & Product Support, Honeywell