

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.

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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.