CENTER FOR **LEADERSHIP**AND **DEVELOPMENT**

Discovering Your Leadership Voice | 2 Days

By their very definition, leaders inspire followership in others. Whether speaking conversationally or presenting before a group, a powerful leadership message delivered with impact and focused on the needs of the audience, can motivate and energize others, further strengthening your leadership effectiveness and galvanizing support for your vision. In this course, you will learn proven techniques to find and develop your own voice as a leader – one that builds trust, fosters enthusiasm for change, engages colleagues, strengthens relationships, and achieves results.

WHO SHOULD ATTEND:
Professionals who want to develop or strengthen their leadership position.

JOB ROLES:
Personal Development
Leader of Teams/Projects

OBJECTIVES:
- Enhance your leadership effectiveness through your message
- Communicate with greater openness and authenticity
- Craft compelling messages that connect people to purpose
- Engage, motivate, and inspire others to embrace change
- Apply your leadership voice to increase your impact and influence

COURSE OUTLINE:

Leading with Authenticity
- Adopting a Structured Approach
- Linking Authenticity and Awareness
- Enhancing Self-Awareness
- Applying the Johari Window

Your Leadership Voice
- Becoming an Authentic Leader
- Assessing Key Competencies
- Defining Your Leadership Purpose

A Compelling Vision
- Crafting Your Vision for Change
- Clarifying Goals and Outcomes

Crafting Your Message
- Speaking with Credibility, Emotion, and Logic
- Leading from Anywhere
- Applying Techniques for Engaging Others
- Engaging Through Storytelling

Delivering Your Message
- Bridging Different Thinking
- Completing the *"What's My Communication Style"* Assessment
- Flexing Communication Styles
- Adjusting for Style and Impact

Reviewing Your Results
- Reviewing and Adjusting
- Taking an Iterative Approach
- Repeating, Reiterating, and Building Support

This course comes with the "What's My Communication Style?" assessment that is done in class to enhance your personal and professional growth and reinforce the competencies taught in class.

We Ensure Personal & Professional Growth Through:

TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY
eBooks, On-Demand Courses, Quick Videos,
Personal & Team Assessments, Tools & Templates.

Learning & Performance Institute

This course may qualify for Continuing Education Credits from multiple providers. Please visit www.nhcredits.com for complete details.

New Horizons®

www.newhorizons.com

Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Content such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

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Reinforcement Videos
- Give Meaning to Work featuring Peter Thonis
- Tapping Into Intrinsic Motivation featuring Stephen D. Harding
- Engaging and Reenergizing your Team: Investing in Psychological Capital featuring Jonas Ridderstråle
- Meaningful Work Is Motivating featuring Ian Metcalfe
- Creating a High Performance Culture featuring Jeffrey Pfeffer
- Motivation featuring Patrick Dixon
- Adapt Your Leadership Style For Each Individual featuring David Brandon
- Motivating Your Team featuring Jason Jennings
- Engagement is More than Motivation featuring Michael Shanahan
- Honing Your Leadership Effectiveness featuring Bill George
- What the Best Motivators Do featuring Jon Katzenbach

Book Summaries
- *The Enthusiastic Employee: How Companies Profit by Giving Workers What They Want* by David Sirota, Louis A. Mischkind and Michael Irwin Meltzer
- *The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate* by John H. Zenger, Joseph R. Folkman and Scott K. Edinger
- *How Did That Happen?: Holding People Accountable for Results the Positive, Principled Way* by Roger Connors and Tom Smith

Blueprints
- *Motivation: How to Inspire Your Staff Without Financial Compensation* by Matt Ferguson, Jim Stone, Sigmund Solares and Mike Hateley

Leader-Led Activities
- About Motivation Discussion Guide
- Recognizing Demotivators Discussion Guide
- Common Motivators Facilitation Guide
- Motivational Leaders Facilitation Guide
- Observing Motivations Application Guide

Self-Assessment
- Acquired Need
- Leadership for Performance
- My Motivations

Business Impact
- Business Impact: Employee Exhaustion: Managing a Well-balanced Workload

Challenge
- Challenge: Leader as Motivator

Tools
- Maslow's Hierarchy
- People Performance Model
- Employee Motivation Problems
- Expectancy Theory
- Experiencing ERG
- Motivated People
- Motivating Generations

Test
- Leadership Advantage Test Yourself: Leader as Motivator

Core Message
- Leadership Advantage: Leader as Motivator 2.0

Case Study
- Motivational Reflections
- Tuning in to Needs
- Motivating under Stress

Key Concept
- Key Concept: The Individual and the Environment
- Key Concept: Relevant Motivational Theories
- Key Concept: Motivation in a Business Environment
- Key Concept: Common Work Demotivators
- Key Concept: Recognizing and Supporting Different Motivations
- Key Concept: How Successful Leaders Motivate
- Key Concept: Generational Differences

e-Books
- e Leader's Window: Mastering the Four Styles of Leadership to Build High-Performing Teams; Second Edition
- Personality Style at Work: The Secret to Working with (Almost) Anyone
- Understanding and Changing Your Management Style: Assessments and Tools for Self-Development; 2nd Editionr

Videos/Courses
- Authentic Leadership: Keeping It Real
- Passion Comes from Purpose
- The Impact Of Strategic Storytelling
- Effective Leaders Are Self-Aware

Materials listed above are representative and do not include all assets, which are subject to change as titles and resources are always being updated.