

LEADER-LED LEARNING MODULES

The Leader-Led Learning Toolkit has been designed to help managers advance their team’s capabilities and accelerate mastery of key leadership behaviors. These short and easy step-by-step modules can improve business results and allow a manager to immediately use/apply their own business challenges and opportunities.

As your team and its members increase mastery of the learning modules...

You can expect to see the team /individual...

<i>Accountability</i>	<ul style="list-style-type: none"> ➤ Accept greater ownership and accountability for the team’s success.
<i>Alignment</i>	<ul style="list-style-type: none"> ➤ Reach out to internal customers in order to create stronger collaboration across business units. ➤ Find “win/win” solutions to conflicting agendas among business units.
<i>Change Management</i>	<ul style="list-style-type: none"> ➤ Replace inefficient work processes with more creative, efficient approaches. ➤ Handle necessary changes with greater confidence and commitment.
<i>Coaching</i>	<ul style="list-style-type: none"> ➤ Become more effective in providing feedback and support. ➤ Strengthen coaching skills.
<i>Communication</i>	<ul style="list-style-type: none"> ➤ Communicate more efficiently – reaching better decisions in less time. ➤ Share information more purposefully and proactively with internal customers.
<i>Creativity and Innovation</i>	<ul style="list-style-type: none"> ➤ Approach challenges and opportunities with greater innovation.
<i>Finance</i>	<ul style="list-style-type: none"> ➤ Achieve financial success by identifying cost savings opportunities.
<i>Leading High Performance Teams</i>	<ul style="list-style-type: none"> ➤ More effectively leverage the talents and input of all members of the team. ➤ Demonstrate more respect for others’ ideas and feelings. ➤ Resolve differences and commit more openly to courses of action..
<i>Problem Solving & Decision Making</i>	<ul style="list-style-type: none"> ➤ Develop better solutions. ➤ Make more effective decisions, more quickly. ➤ Improve buy-in and ongoing support for decisions.

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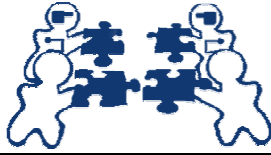
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You can expect to see the team /individual...

<i>Project Management</i>	<ul style="list-style-type: none">➤ Identify key steps and accountability for projects.➤ Assume greater responsibility, as individuals and as a team, for producing results under pressure.
<i>Strategic Business Thinking</i>	<ul style="list-style-type: none">➤ Respond more quickly and decisively to unanticipated challenges and opportunities.➤ Flexibly adapt to changing priorities while still meeting critical responsibilities .
<i>Talent Development</i>	<ul style="list-style-type: none">➤ Take more responsibility for their own development.➤ Share honest constructive feedback more openly.
<i>Values Clarification and Reaffirmation</i>	<ul style="list-style-type: none">➤ Drive performance by leveraging organizational values.➤ Clarify how values impact day-to-day business activities.

Finally, when there is improvement in any *one* of the behavioral areas listed above, you can expect it to drive improvement in *other* areas as well.

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ALIGNMENT

CREATING "WIN/WIN" SOLUTIONS

CORE QUESTION	<i>What can the team do to create "win/win" solutions and resolve conflicts/lack of alignment with other functions/business units?</i>	
COMPLEXITY LEVEL	More Challenging	
QUICK HIT 	Purpose: To resolve conflicts/lack of alignment with other functions/business units. 1. Explain the purpose of the Module by relating it to the team's current or future business goals. 2. This is a role-play exercise. Identify a business unit (within your organization) with whom you interact regularly and where your relationship could be improved to maximize value for your group and the organization as a whole. <ul style="list-style-type: none"> ➤ Have one team member prepare a conversation with a representative of that unit. The purpose of the conversation is to tell the other business unit's representative, "Here's what you do that frustrates us." ➤ Have another team member prepare to role-play a representative from that business unit meeting with your group. The purpose of the conversation is to tell your group, "Here's what you do that frustrates us." 	Pre-work
	3. Have the two (2) team members role-play the conversation in front of the team. 4. After 10 minutes, conclude the role-play. Brainstorm ways your team could create a greater level of collaboration with this business unit through a "win/win" strategy that would maximize value for both parties. 5. Debrief the simulation by asking team members what they learned about re-thinking their assumptions about their responsibilities as leaders. 6. Make a commitment to implement the ideas from this Module.	10 minutes 20 minutes
IF YOU HAVE MORE TIME 	7. Discuss how <i>two or more</i> functions/business units within the organization could <i>collaborate</i> in order to maximize value for the organization.	5 minutes 20 minutes
MATERIALS	Flip chart paper and markers	
LEARNING POINTS	Teams should be able to define and achieve a "win/win" solution between groups within the organization.	
FOLLOW UP	Create an action plan and follow-up on any ideas that come from this Module.	

