Leadership by Valuing Workshop

Workshop Overview
The Leadership by Valuing Workshop provides leaders with a model against which to measure their own leadership behaviours. Using interactive presentations, case studies, video vignettes, games, exercises and simulations, participants are assisted in examining the impact of key leadership behaviours on follower performance and on the realization of the organization’s mission, vision and values. Participants will also learn critical strategies they can use to translate what they have learnt into real, measurable change back at work. This latter process is assisted by the use of a specially designed leadership feedback instrument deployed before the workshop which enables participants to receive a confidential 360° feedback report, outlining each individual’s areas of strength and development opportunity. Learning objectives include:

- Understand the behaviours that distinguish excellent leaders from others
- Create a trusting, supportive and open environment that builds others’ commitment and performance
- Know the steps involved in developing people to achieve their full potential
- Understand key elements of building a high performance team
- Understand why having a clear business focus is critical to effective leadership and the success of the organization
- Be able to use the Situational Leadership Model as a tool in enhancing leadership effectiveness and developing others
- Know how to encourage and accept constructive criticism and realize how important it is to succeed as a leader
- Be aware that the decision-making technique of consensus is generally more valuable than decision-making by a single individual
- Receive specific feedback from others on their perceptions of each participant’s leadership effectiveness
- Analyze 360° feedback report to determine key areas of strength and opportunity
- Develop action plans aimed at improving leadership effectiveness

Topics
- Excellent Companies
- Leadership by Valuing Model
- Feedback Cycle
- Developing People
- Mission, Vision and Values
- Situational Leadership
- Matching Style and Readiness
- Developmental Cycle
- Regressive Cycle
- Individual Feedback Review
- Transparent Management
- Developing Commitment
- Positive Recognition
- Challenging-Up
- Supporting-Down
- Constructive Criticism
- Consensus Decision Making
- Decision Making Latitude
- Effective Communication Cycle
- Back-on-the-job

Workshop Leader
A.W. “Tony” Griffiths has conducted numerous workshops for some of the foremost organizations in the world, including U.S. Fortune 100 companies, large U.S. Governmental organizations and many organizations in Jamaica and the Caribbean. His stimulating and informative presentation style will ensure that participants reach their learning objectives.