

## Leadership – Leading in the 21<sup>st</sup> Century

<b>Title of Course:</b>	<i>Leadership: “Leading in the 21<sup>st</sup> Century”</i>	<b>Length of Course (# of Hrs/Days):</b>	<b>16 Hrs/ 2 days</b>
<b>Total Price of Course:</b>		<b>Minimum and Maximum Number of Participants:</b>	<b>12-24</b>
<b>Price Per Participant:</b>			

### **Description**

Leadership is the key determinant of successful organizations. *Leadership in the 21<sup>st</sup> Century* will consist of building great organizations that can sustain success even when the leader is not around. Effective leaders demonstrate both outstanding attributes AND achieve results. Effective leaders will make productive contributions through talent, knowledge, skills, and by inspiring the best in others to achieve group objectives. Leaders in the next century will know how to mobilize people and resources toward common goals and engage employees in a common and compelling vision.

This seminar is highly interactive and stresses participation from all attendees through class discussion, case studies, and real-world exercises. Class size is limited to ensure personal attention for all attendees. Because of its modular nature, this seminar can be shortened or lengthened depending on the client’s needs.

### **Who should take this course?**

- Managers and leaders who are trying to increase their ability to produce better results in a changing environment.
- Team leaders accountable for implementing new organizational changes, policies, structure.
- Employees responsible for implementing key, organizational initiatives.

### **What you will learn:**

This course will provide participants with a solid understanding of what it will take to lead in the 21<sup>st</sup> Century. After attending this course, participants will understand that leadership is not determined by their position in the organization’s hierarchy, but consists of becoming effective in four distinct cornerstones that form the foundation of successful leadership—focus, alignment, execution, and leadership.

### **Course content**

**Cornerstone of “Focus:”** High performing leaders create strategic clarity and a laser-like focus in their organization.

Elements of focus include:

- Mission, vision, values
- Strategic planning
- Strategic objectives and measures

**Cornerstone of “Alignment:”** High performing leaders carefully align the organization’s infrastructure to the chosen “focus.” Alignment includes:

- Designing processes
- Building structure including clear roles, responsibilities, and accountabilities
- Aligning systems such as decision making, information, rewards, and development

**Cornerstone of “Execution.”** High performance organizations enable great performance by defining:

- How employees contribute to the strategy
- How employees’ personal passion connect to the organization’s passion
- The codes of conduct and guiding principles the organization adheres to

**Cornerstone of “Leadership.”** This is the most important cornerstone of the four because it leverages the other three. It is leadership’s responsibility to build organizations that deliver excellent and enduring results;

- Getting the right people on the bus and in the right positions.
- Holding people accountable for results
- Building a leadership system within the organization