

## Advanced Leadership Transformation – Outline

Developing High Performance Leaders

### ADVANCED LEADERSHIP TRANSFORMATION

Building Vision, Inspiring Change, Leading at Scale

#### Program Description

Advanced Leadership Transformation (ALT) is designed for experienced leaders in organizations experiencing significant change or whose organizational cultures must be influenced. Unfortunately, changes are often made without adequate change planning and cultural consideration, leading to additional issues and, ultimately, failure. ALT prepares the leader by giving them the critical tools required to plan and execute change, resulting in a long-term positive impact transforming organizational culture. Firefighting is a common occupation of too many leaders. ALT assists leaders in building the systems and mechanisms that create highly engaged teams with high performance levels. These high performance results are maintained long-term by applying systematic and proactive methods to check, improve, and sustain the systems.

Developing highly engaged and motivated people depends on strong and committed leaders, an effective management system structure, and a people-focused culture based on respect and trust. Only then can a high-performance organization truly succeed.

This comprehensive and practical skills development program will provide leaders with a core success factor: the skills to lead and develop a high-performance organization sustained through the habits of a high performing leader.

Each leader will receive one-on-one coaching support from a proven and experienced leader to guide them through critical practical skill development and the formation of essential leader habits. The proven methodology from learning consortiums of leveraging a leader peer community will be utilized to provide additional support and to share best practices.

The program is structured into three modules. Each module is based on a focused theme, building leader competence and confidence within and beyond each module. The sessions contain powerful tools and techniques that all leaders require and can immediately apply in their demanding days to help them become intentional, in control and higher performing leaders. Content is focused on the core elements leaders tell us they need and desire to enhance their skills. The sessions are very practical and proven methodologies to combat and assist with the high demands placed on all business leaders today. Upon completing the program and executing a project plan, each leader will have the skills to take their organization to a greater level of sustained high performance to compete and win.

#### Skill Development Focus

The objectives of the program are to:

- Develop essential leader practical skills to create and sustain a high-performing culture
- Develop habits to lead on purpose, and improve personal and organizational effectiveness and focus
- Apply practical tools to create vision/missions, change plans, road maps, mental models, leader standard work, and Gemba, to name a few
- Skills to develop people and engage them in high performance teams
- Gain practical knowledge of the fundamentals of effective management systems
- Build and sustain a robust and integrated system

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### Program requirements

The following are the requirements to participate in the program:

- Commitment to support the development of the three core success factors of leadership, management system, and organizational culture.
- Willingness to interactively participate and share best practices with other program leaders
- Attend all peer skill development and individual coaching sessions
- Personal commitment to work independently to practice and create new leadership habits
- Practice skills through the implementation of a business-related project

### Project requirements

To practice the skills and create new habits, leaders are expected to implement a business-related project that significantly impacts their organization. The project should be based on one or more critical dimensions of this program and one that would be undertaken regardless of enrolment in the program.

Examples of potential projects include:

- Transformation to a highly engaged and continuous improvement culture
- Creation and implementation of an entirely new product line and revenue stream
- The rollout of a new customer service structure
- Creation of the company's vision/mission, desired culture, and the change management plan to implement
- Implementation of an improved management system approach
- New facility, relocation, or restructuring of an organization, department, or operation

### High Performance Leader Skill & Habit Development

#### Module 1 - 'Leading Through Change'

##### Unit 1 – Change Leadership

- Fundamentals of the change curve and how to lead through it
- Key components of a change management plan

##### Unit 2 – Organizational Culture

- Organizational vision/mission creation
- Requirements to establish and sustain the desired culture
- Organizational culture assessment
- Power of Mental Models
- Create alignment, meaning, and a higher purpose for work

#### Module 2 - 'Leading Intentionally'

##### Unit 3 – High Performance Leadership

- Methods and tools to lead intentionally and with purpose
- Conducting effective Gemba (go, see, and engage) and prioritized leader actions
- The role of a leader in problem-solving
- Active listening and questioning

##### Unit 4 – High Performance Organizations

- Leadership for engagement and high performance
- The Responsible Engaged Employee and developing a no-fear environment and meaning at work
- High performance team development
- Visual Display Board Culture – alignment, accountability and managerial vision

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### Module 3 - ‘High Performance Systems’

#### Unit 5 – Systems Fundamentals

- System fundamentals and the leaders’ role
- How to build and leverage mechanisms
- Current organizational assessment and action

#### Unit 6 – Build and Sustain High Performance

- System alignment
- How to read the systems and people
- Developing Habits into Culture
- Process audits and sustaining improvements

### Peer Community Breakout Sessions

- Learning through the sharing of challenges
- Best practice exchange and benchmarking
- Success stories and the keys to success
- Practice skills and experience by coaching and mentoring peers

### Individual Leader Skill Development, Coaching and Support

#### One-on-one Coaching Calls (3 total - over up to 6 months post-program completion)

- Review progress and status of culture or project development
- Support for the development of leader habits
- Opportunity to ask specific questions of the coach
- Leadership coaching and mentorship

### Participant Profile

Current and future experienced leaders with the ability to impact and influence culture, strategic direction, and management systems within their team or organization. We develop leaders in manufacturing, healthcare, service, distribution, government and not-for-profit sectors.

*Advanced Leadership Transformation is eligible for the [Canada Job Grant Program](#).*