

Advanced Leadership Transformation – Outline

Developing High Performance Leaders

ADVANCED LEADERSHIP TRANSFORMATION

Advanced Skills for Building and Sustaining High Performance Organizations

Program Description

Advanced Leadership Transformation (ALT) is designed for experienced leaders Organizations are experiencing massive change, and organizational cultures have suffered. 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 whole person-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 entire 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 – the Organizational Systems Thinking™ (OST) Module.
- Build and sustain a robust and integrated system based on the three pillars of an OST system –
① Management, ② Production/Operational, and ③ Human systems.

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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'

Session 1 – Change Management

- Overview of the Organizational Systems Thinking™ Model
- Fundamentals of the change curve and how to lead through it
- Key components of a change management plan

Session 2 – Culture & Future State

- 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 on Purpose'

Session 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

Session 4 – The Human System

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

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Module 3 - ‘High Performance Systems’

Session 5 – Organizational Systems Thinking™ (OST)

- OST fundamentals and the leader’s role
- Principles to build an OST system – management, production/operations, human systems
- Current organizational OST assessment and action

Session 6 – Build and Sustain High Performance

- How to build and leverage mechanisms
- Organizational Systems Thinking™ – alignment of the 3 systems
- How to read the systems and people
- 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.

Program Tuition

HPS Consortium members - \$4,600 CDN + HST per leader

Non-HPS Consortium members - \$4,950 CDN + HST per leader

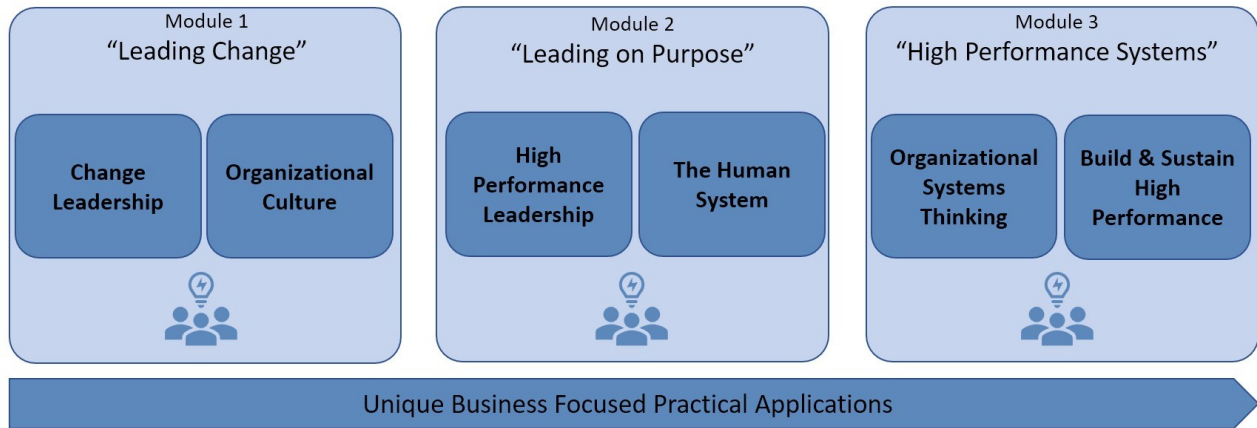
Contact HPL directly for dedicated in-house delivery.



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

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Program at a Glance



Legend:  Skill Concepts/Practical Habit Application Session  Peer Community Group

