



OVERVIEW

Research shows that at least 70% of all managers and leaders, from first-line to executive leaders, are not meeting the contribution expectations for their role. The Leadership Transition™ Workshop is a one-day workshop taking a unique approach to helping participants solve this problem, and transition to meet these expectations.

Drawing on extensive industry research and using feedback obtained from their managers, participants are taught about the required psychological shifts, behavior changes, and steps that must be followed to fully transition and meet the expectations of the leadership role. By following this process, participants significantly shorten the time required to make this critical transition

LEARNING OBJECTIVES

The Leadership Transition workshop assists leaders to develop by helping them to:

- Understand leadership responsibilities, making quick, effective transitions to the leadership role.
- Build strategic relationships throughout the organization.
- Understand the 5 key accountabilities of effective leadership.
- Create a customized plan for completing the transition into the formal or informal leader role.
- Understand the process for tracking progress in making the transition and practicing the expected role in a specific work project.

TARGET AUDIENCE

- All new leaders who must understand what is expected of them in their new role.
- Incumbent leaders who don't know how to or simply won't delegate, coach, integrate, leverage their network, grow their people and build the business.
- High-impact leaders who would like to understand the process for transitioning more of their direct reports.

WORKSHOP OUTLINE

Module 1: High Impact Leaders

1. Discuss the impact of effective and ineffective leaders
2. Agenda/Objectives/Expectations

Module 2: Contribution

1. Contribution expectations & the Stages of Impact
2. Role differences, requirements, and expectations
3. Building personal and team engagement
4. Review the Transition Track Assessment™

Module 3: The Transition

1. What transitions are
2. Letting go
3. Transition obstacles
4. The working manager dilemma

Module 4: The Work

1. Changing the approach to the work
2. Utilizing leadership opportunities and assignments

Module 5: Applying the 5 Key Accountabilities

1. Make Sense of Work
2. Organize Work
3. Build Strategic Relationships
4. Continuous Improvement
5. Develop Capabilities

Module 6: Conclusion

1. Building the Transition Action Plan
2. Rapid-fire peer feedback
3. 100-day actions