

MVP Leadership Development Series

Course Objective: To assist leaders to develop strong leadership skills needed to drive organizational results and change.

Getting the best results from your team members takes management and leadership skills. Unfortunately, most managers become managers because they are the best at what they do or have done as an individual (tech, estimator, any job title as an individual contributor) ... before they've always just been responsible for their own performance or they're responsible for a team, but they are not getting the results they want or need ... because they're trying to apply what worked for them to others.... Not everyone is the same and leaders need to learn the skills, characteristics and attributes that will help them move others to the best results possible. Leaders and managers are developed, not born.

Level I – 2-Day In-Person Class

This 2-day intensive program address the more common skills, characteristics and attributes that will elevate participants ability to lead and manage their teams more successfully.

Who should attend: - First-time managers to seasoned leaders and everyone in between will gain knowledge, tools and ideas that will help them get the most out of those they lead.

What's covered:

- Leaders & Managers – Understand the difference between a manager and a leader. As well as the need to wear both hats at the appropriate times.
- Self-assessment – A comprehensive assessment to help the participant understand where they are on their leadership development journey.
- Communication – Often pointed to as the most needed skill improvement in most organizations. We will cover tools and ideas to make sure your communication is effective and those that are receiving the communication know what needs to be done and how to do it.
- Personalities – Understanding the 4 personality styles of your team members will provide you with insights on how best to interact with them to get the results you need and want.
- Moral & Motivation – Usually a hot topic for managers and leaders is how to keep moral in the business high and each team member motivated. We will help you understand what it takes to accomplish you goals through the efforts of others.
- Coaching – This highly valuable skill will help you improve your team's performance as well as when to coach and when to train...there is a difference.

- Leading Change – the world is always changing, especially the collision industry. Recent technologies, equipment, materials, processes, and more. There is a right way to introduce change in any business that gets the change to stick...we'll cover a process that you can use for any change in your business from the simplest process change to the most complex organizational change.
- Handling People Problems and Building Good Relationship – it's been said that business would be easy if not for all the people... No matter what you do it involves other people and their will be problems...we'll cover a 4-step process to address people problems in your organization and build the best relationships possible with your team members.

Level 2 & Level 3

- At the end of each section and the course we'll challenge the participants to commit to incorporating 3 ideas or tools that were covered into your leadership and management style.
- To move onto Level 2 of the Leadership Development Series the participant will need to show how they incorporated what they learned in level 1 and the results they achieved.
- Level 2 – begins with participants taking a Harrison Assessment which is a behavioral based assessment focused on leadership skills and includes 1.5 hour debrief of their assessment results with coaching and guidance from a member of the Business Solutions Group.
- To move to Level 3 the participant will need to show successful results from level 2 of the Leadership Development Series Process.
- Level 3 – will be specific on-site or video call-based consulting around leading specific projects or addressing leadership needs in the participants business.

In Summary:

Following this Leadership Development Series Process, a leader/manager can expect to greatly improve their ability to lead, guide, and coach their team to achieve better results through the efforts of others. Making them a more effective leader!