



Improving Human Performance

Maximizing Leadership Impact

Do the managers and supervisors in your organization utilize a “one size fits all situations” approach to leadership? While it is important for a person’s work to be a genuine extension of who they are, it is equally important that leaders realize the necessity of acclimating to the specific circumstances and variables which they will inevitably experience.

A common fork in the road for leaders is, “Am I trying to accomplish a task or create a culture?” Their answer to that question (which won’t always be the same) dictates how they should proceed at that time. It will influence how they interact with their team members and their level of involvement in the process. This seminar will equip people in a position of authority with a systematic approach to determine the best leadership style in any given situation in order to improve human performance.

Key learning points include:

- One person is likely to react differently in different situations, which requires a different response from their leader.
- When to direct and when to support...The right style at the right time
- The two key questions that must be answered before attempting to lead someone
- How to differentiate between experience and expertise
- The positive and negative effects longevity can have on followers
- The key ingredient necessary to truly be a Transformational Leader
- The strengths and weaknesses of both Situational and Transformational Leadership
- When to manage for the moment and when to lead for the long-term

This presentation showed me a number of ways I can be a better leader. Randy helped me realize ways I can help my employees perform better and prepare them to be future leaders. Mike Bowden/Store Manager/Lowes Marketplace

Teaching the Essential Elements of Excellence for work and life!