

The Need For Leadership

Today in a business environment of constantly accelerating change, leaders are required to have more skills than ever before. Organizations expect top managers to have gained these skills through experience in the business world. In the past these skills came from years of working their way up the corporate ladder.

Now, leadership is required at all levels within an organization. Complexity and change are everywhere. Strategic decisions must be made at all levels. No longer can we wait for a decision to come down from the top. Organizations need more leaders. Their future success depends on them.

Leadership Skills

True leaders create clarity. They see the challenges ahead of them. They see the opportunities in change. They have the ability to rally others behind a cause. They assess individual strengths and leverage them. They are quick to develop rapport with others. They gain willing followership. They understand the difference between managing and leading. Above all, strong leaders have a deep understanding of themselves. They know their strengths, their weaknesses, their styles and their preferences. They are clear on their values and the impact they have on others.

Successful companies find and develop leaders. Their leaders utilize their strengths to handle an ever increasing span of control in an environment where there is little to no transition that takes place when backfilling a position. They are expected to take off running.

Frank Prince has developed a Leadership program that accelerates the speed at which leaders can obtain success. For many, the course is the most transformational program they have ever experienced. The course is intense. The days start early and run late. The course is intended to stretch individuals by packing learnings into every minute of the day.

Leadership Skills Course Experience

In this course we take 12 individuals and raise them to their highest level of motivation. While at this level we test key leadership skills. They experience leadership under fire. This is followed by individual insights into their behaviors at a leadership level.

Next, we deliver comprehensive assessment of critical success factors and potential derailments through 360 feedback from direct reports, peers and their superior. This is followed up with one-on-one feedback from an executive consultant.

Then, individuals take a deep look at their own styles, preferences and personal values. They observe the impact an individual can have on an organization. They learn the differences between leadership and managership.

All of these learnings are pulled together into an individual development plan. The plan has 3 month, one year, and three year time horizons – all of which is shared with their manager in a meeting they schedule upon returning to the workplace.

It is absolutely the best leadership opportunity available to your organization. I stand behind this statement. Success with hundreds of leaders supports it too. It is the best program I run. Period.

“This is by far the best course we run here at MNI. We have not only put our company leaders through Frank’s Leadership Course but also our entire sales force.”

-- Rob Reif President MNI; Division of Time Inc.

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The Need For Leadership Continued...

Leadership Skills Course

Purpose: To educate, enhance awareness of and build specific leadership skills. During this course, each participant's leadership skills will be identified and confronted enabling the participant to utilize their strengths more effectively and change habits, quirks and behaviors that can lead to organizational and career derailment. Participants will be able to see how their personal styles and behaviors effect and impact organizational needs. This course uses experiential exercises, problem-solving sessions, and personal profiles to help each participant to understand and be aware of their personal behaviors. This enhanced awareness will lead to changed behaviors and improved results. The course ends with participants completing a step-by-step action plan to implement upon returning to their work environment.

Expected Benefits:

As a result of successfully completing this course, participants will:

- Get feedback about their strengths, weaknesses and abilities from a 360 degree feedback instrument (feedback from subordinates, peers and supervisors)
- Understand how their creativity style, motivational style, ability to handle stress and relating style impact the people they work with
- Understand how a strength can become a weakness when overused
- Get personal feedback through observation on how they handle a variety of situations
- Be able to manage and deal more effectively with other employees in a rapidly changing environment
- Complete MyersBriggs Type Indicator, Strength Deployment Inventory and a Values Profile
- Participants will create a detailed performance development plan based on their unique skills, strengths, weaknesses, styles and interests
- Participants schedule and conduct a follow-up meeting with their manager to institute a 3 month, 1 year and 3 year personal development plan.

Who Should attend: Managers, Team Leaders, District or Regional Managers, Directors and Vice Presidents across all functional areas of the business.

Length: 4 days

Participants: 12

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