

Leader-of-Leaders / Functional Leader



Leadership Skill & Style Development (LSSD). LSSD is designed to train leaders in a system and progression of skills, practices and tools aimed at increasing employee engagement, development, proficiency and ownership.



Foundation Program!

Duration:
2-3 days

This training helps leaders prevent employees from feeling uncertain, undervalued and ultimately under performing. This program is a great match for leaders who work in LEAN and or continuous improvement work cultures.

LSSD is a fit for leaders looking to address any of the following:

- ▶ You need to help others step up so you can step back.
- ▶ A few capable and motivated employees "carry" the less capable/less motivated; and aren't happy about it!
- ▶ You find yourself addressing the same issues over and over with less traction & more frustration.
- ▶ You want to strengthen your bench and add to the skills and learning of your employees, staff or team.
- ▶ You want to feel confident you are using positive & corrective feedback correctly.
- ▶ You are looking for better tools/methods to address accountability issues.

Participating leaders will learn to apply **Situational / Developmental** leadership to assess their preferred leadership approach in regard to Directing, Coaching, Counseling and Delegating. They then learn to evaluate their followers' skill and motivation levels (readiness), when, how and with whom to apply the appropriate leadership approach. Participants receive hands on instruction and tools to improve how they use these four leadership approaches back on-the-job.

Leadership Skill & Style Development (LSSD) program is a proven and applicable learning process for Managers, Supervisors & Front-line-Leaders. LSSD training can be broken into three distinct "Units".

1. **Personal & Interpersonal Unit**
2. **High Performance Climate Leadership Unit**
3. **Leading & Managing Others Unit**

In each unit participants apply the training to their specific leadership challenges. The workbook helps capture these commitments and actions and participants get together with peers to share and consult with each other over their learning and action logs.