

C.O.R.E. Leadership Workshops —building leaders from the inside out

Overview

Boiled down, leadership is about getting things done through people. This requires a delicate balance between inspiring people while at the same time holding them accountable to performance expectations.

Since Leaders have to rely on achieving results through the actions of other people, there are certain core skills that need to be constantly reviewed and developed. The **C.O.R.E.** Workshop achieves this by addressing four elements essential for all leadership roles. It is relevant for seasoned leaders as well as aspiring leaders.

We challenge the participants in participation based exercises that put them into business scenarios that allow them to use real-life experiences that bring out communication and decision making strategies. One key purpose is to help each participant gain deep insight into their personal strengths and weaknesses as a leader.

We believe all great leaders have a high level of personal understanding so that they can adjust their behavior accordingly. The deeper the level of personal insight the more capability one has into others as well. Great leaders understand and know how to work with each individual's needs and strengths thus facilitating inspiring relationships yet setting appropriate boundaries.

Avaunt's Leadership Workshops are built on a layered-learning model using experiential learning that produces immediate insights and shifts in behavior and performance from the inside out. This model is framed from the belief that a great leader is one who truly understands who they are, where they are going and how they will get there. **At the end of the Retreat, the participants will leave with not only a new vision of themselves as leaders, but with action steps and strategies, combined with the skills they need to execute those steps by enrolling those who are critical to success.**

The four elements of this workshop are Communication, Outcomes, Responsibility and Execution. Leaders need to be able to communicate clearly, form proper goals and expectations to achieve organizational outcomes, hold

people accountable and finally implement and execution strategy. Each element is expanded below.

Communication: There are personal dynamics that shape the ability to build true performance accountability through effective relationships. Avaunt helps managers master the dynamics of communication by giving them insight into how to achieve a balance between empathy and enforcement—how to communicate effectively with co-workers especially in difficult situations. These skills are essential in supervision and coaching.

During this module we will explore:

- Rapport Skills
- Universal Processing Styles
- Avaunt Communication Model
- Information Gathering Techniques
- Empowering Language Patterns

Outcomes: this is how to develop foolproof well-formed outcomes (where goal setting misses the mark). How well an outcome is designed dictates how likely it is that the outcome will be achieved, one reason being that it determines to what extent an individual can be held accountable. There are four principles that guide managers in creating outcomes effectively with themselves and their people. If any one of these is missing the goal is not clear. We will teach this methodology through practical application that will enable each leader to carry it back into the organization.

During this module we will:

- Define the philosophy of a Well-Formed Outcome
- Teach the four steps in developing one, and
- Develop Well-Formed Outcomes for each leader

We insure that everyone is both clear and aligned around the strategic outcomes the organization wants to achieve.

Responsibility: after setting well-formed outcomes, each manager/leader has to take ownership for results. Holding people—especially themselves—accountable is a key function of management. We will show each leader how to gain personal leverage by simultaneously integrating their goals with the goals of their employees as well as the mission and vision of the company.

This breakout session will:

- Allow each leader to develop systems of accountability
- Create a sense of teamwork among all leaders at this workshop
- Develop systems for rewards and retention

Execution: the missing link. A strategic plan is only as good as the execution. We will create a systematic commitment that allows each leader to create daily discipline, which is the major job of a business leader, and which must be a core element of an organization's culture. Simply stated: it is the daily activities that create successful leaders.

During this module we will:

- Explore limiting patterns that may negatively effective their outcomes
- Understand Time Management and Prioritization
- Learn to achieve Stress/Work life Balance
- Develop Commitment Frames