

Leadership Alignment™



The demand for exceptional leadership has never been greater. The challenges of our times, on a global level, and in our own local institutions and communities, require leadership of extraordinary wisdom, integrity and skill. It is the most written about subject in business and management studies, yet we do not seem to be improving. Learning to be a skilled leader is a continuous process of reflection, experience, and exposure to insights and new ideas. No single approach will supply all the answers.

Leadership Alignment is a process that includes:

- **Workshop**
- **Personal & leadership feedback**
- **One-on-one coaching**

Each phase is designed to help managers master the leadership role, and achieve bottom-line results with the enthusiastic commitment of their teams.

This multi-faceted approach provides leaders with a cause and effect model of how they create and sustain culture and performance in their department. With measurement and actionable development steps at each phase in the model, leaders are able to pinpoint the key areas that will have the biggest payoff in their development.

Leadership Alignment provides participants with an increased understanding of how:

- Leadership behavior (in all its nuances) affects the performance of others.
- Aligning leadership actions to organizational strategy and vision promotes innovation, creativity and employee engagement.
- Creating a culture that supports high performance, accountability and personal satisfaction delivers on the promise of success.

Methodology

Using a combination of workshop processes, 360° style feedback, and one-on-one coaching, *Leadership Alignment* maximizes leadership development by aligning skills, talents and behaviors with the organization's goals and objectives.



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Deliverables

The workshop is designed to create awareness and acceptance of the nuances of leadership and how leadership and culture are connected – leading participants to the question, *“How am I impacting the performance of those around me?”*

During the one-day workshop, participants will:

- Complete a self-assessment that measures their self-concept, assisting the leader in understanding how the current culture has impacted their own thinking and performance.
- Receive collective feedback on how the leadership team is creating and sustaining the current culture.
- Engage in “Leadership Golf,” an interactive exercise that utilizes a case study of 18 situations, completed individually and then as a team. This activity introduces the leaders to subtle nuances needed to move from good leadership to great leadership.

The One-on-One Leadership Coaching session includes:

- An understanding of how the leader is creating and sustaining the culture and performance of their department.
- Development suggestions for building an Action Plan.
- Due date to have an Action Plan completed and returned to their boss. The Action Plan outlines what the participants have learned and what they are working on, and how the boss can support their efforts.

Effective leadership, leading effective teams and departments, exponentially increases the effectiveness and success of the entire organization. *Leadership Alignment™* provides the key.