



DEFINITION AND OVERVIEW



“A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent.”

General Douglas MacArthur

Leadership Fundamentals is intended for emerging leaders or new leaders who want to build leadership skills through the application of best practices, instead of relying on trial and error as their only source of learning.

Participants are facilitated through a series of exercises to build fundamental leadership skills that will serve them well over the course of their career. The content focuses on development in four key areas: self-awareness, social-awareness, self-management, and social-management.

WORKSHOP COMPONENTS

This highly interactive program can be offered as a module within a program or as a standalone workshop. We recommend a full-day workshop for the greatest impact; however, we can modify the content to fit within any time frame. Potential components include:

- Self-assessments such as the Gallup StrengthsFinder® or Everything DISC Workplace or Work of Leaders®
- Trust and Engagement
- Conflict Resolution
- Giving Performance Feedback
- Communication
- Vision and Alignment
- Goal Setting and Delegation
- Priority Management
- Learning Agility
- Problem Solving and Decision Making

BUSINESS DRIVERS

The late, great Vince Lombardi once said that leaders are made, not born – sparking a debate among scholars that continues to play out decades later. Some compelling research indicates that there is a leadership gene that both great and nefarious leaders carry. This gene appears to be responsible for highly attractive leadership traits such as extroversion, charisma, and intelligence; traits often seen at a very early age.

However, as recent research out of Harvard shows, inborn leadership traits are not true predictors of leadership success. In fact, the effectiveness of a leader can be attributed to factors such as the type of job and the person’s ability to develop and hone fundamental leadership skills, which cannot be predicted by inborn traits. Therefore, leadership development continues to play a key role in helping new and emerging leaders be successful.

COMPETENCIES

Leaders who are competent in this area are able to:

- Articulate a clear vision of the future and rally others around that vision.
- Build coalitions and networks across the organization.
- Demonstrate trustworthiness and integrity.
- Develop strong and loyal relationships, both laterally and vertically within the organization.
- Influence others without authority.
- Align individual and team priorities.