

HIGH PERFORMANCE LEADERSHIP - II™

High Performance Leadership - II is an integrated system of advanced leadership skills for managers, directors and executives who want to lead successfully on today's dynamic business landscape. This program features advanced high level modules that focus on the primary leadership and management skills at the manager, director and executive levels. A combination of lecturers, experiential exercises, discussion, a staff study, homework (practical application of the skills learned), management flight simulators and materials ensures the highest level of skill development. Each program is custom fitted to the participants.

Special Features

- Tailored to Client's Organization
- Sequential, Progressive & Modular
- Spaced to Allow Practical Application
- In-depth Pre & Post Multi-rater Feedback
- Immediate Application (organizational analysis)
- Organizational Assessments
- Networking
- Mentoring
- Staff Study

Module 1-Organizational Leadership

Leaders focus on planning, organizing, developing and controlling the collective efforts of teams to accomplish the organization's mission.

- ABLE®-II Feedback (multi-rater assessment)
- Leading at the Organizational Level
- Developing a Staff
- Personality & Leadership

Module 2-Systems Thinking

Leadership at the organizational level requires using a systems approach to understand how organizations work. This module covers:

- Organizations as Systems
- Systemic Behavior
- Systems Thinking Tools
- The Adaptive Organization

Module 3-Organizational Alignment

Leaders at this level must understand the impact of organizational structure and alignment on strategies and operations. This module covers:

- Organizational Design Options
- Organizational Alignment
- Organizational Scorecards
- Organizational Culture
- Impact of Information Technology

Module 4-Change Dynamics

Organizations are dynamic structures that take on their own unique culture and personality. This module covers:

- Organizational Personality
- Managing Organizational Change
- Resolving Organizational Conflict
- Reducing Organizational Stress
- Monitoring the Organizational Dashboard

Module 5-Analytical Decision Making

Timely and accurate decision making for complex issues requires the use of quantitative techniques. This module covers:

- Fundamentals of Quantitative Decision Making
- Fundamentals of Intuitive Decision Making
- Decision Making in Chaotic Environments
- Establishing & Using Organizational Metrics

Module 6-Business Planning

Leaders must understand the relationships among business planning, strategy, budgeting, scorecards and customer value propositions. This module covers:

- Business Planning & Strategies
- Financial Concepts & Budgeting
- Scorecards
- Customer Value Propositions

Module 7-Managing Multiple Projects

Organizational leaders are routinely required to manage complex multiple projects. This module covers:

- Systems Approach to Managing Projects
- Project Organization
- Resource Allocation
- Project Management Tools

Module 8-Operational Process Improvement

Leaders at the organizational level must be able to continuously improve operational processes. This module covers:

- The Strategy of Improvement
- Process Improvement Tools
- Empowering PI Teams
- Metrics
- Staff Study Presentation

Custom Modules

The following modules can be added to further enhance this program:

- Strategic Planning
- Business Strategies
- Managing Diverse Organizations
- Managing Complex Systems
- Employee Retention
- Others

Follow-up

In addition to the training modules, a follow-up session is provided 1-2 months after the last training session. This covers:

- ABLE-II Post-Assessment
- Individual Feedback
- Module Reinforcement
- Graduation



P.O. Box 868 Watkinsville, GA 30677
(706) 769-5836 • www.hpsys.com