

# WorkChoice Solutions, LLC

## The Evolution of Leadership Workshop

*Building a leadership excellence framework*

3 hour Delivery Format

### Overview:

A highly interactive workshop for mid-level managers that explores how leadership has evolved over the past 50 years with emphasis on *best practice* tools for maximizing leadership influence and impact. Participants are afforded the opportunity to assess their current leadership capacity while also gaining valuable insight into meaningful development options. Additionally, the workshop helps participants to define their own leadership formula based on their unique set of skills, experiences and values.

### **Module One: From Managing To Leading, *Exploring the Why, What & How***

1. Theory X *vs.* Theory Y Leadership Models
2. Understanding Motivation & Behavior
3. Exploring Your Perspective

Module Goals:

- A. Build awareness around the shift from managing to leading
- B. Define and explore the link between motivation and behavior
- C. Create a framework for building clarity and consensus

### **Module Two: EQ, The Hidden Advantage**

1. Exploring the Meaning of Emotion
2. Understanding the Leadership Excellence Correlation
3. Creating an EQ Benchmark

Module Goals:

- A. Create a context for understanding the link to high performance
- B. Provide insight into EQ competencies and their link to success
- C. Provide awareness of EQ strengths and development opportunities

### **Module Three: Moving Forward With Confidence**

1. Exploring the 10 Universal Truths of Leadership
2. Defining Our Leadership Formula
3. Exploring Obstacles & Solutions

Module Goals:

- A. Review and discuss best practice leadership truths
- B. Build a framework for applying workshop lessons
- C. Assess barriers to success and define appropriate solutions