Talent Academy for Mid-to-Senior Level Leaders

16 – 40+ Hours   English

Mid-to-Senior

This multi-session program develops effective, engaged, and decisive leaders whose focus are aimed at achieving the organization's goals. Without strong mid-to-senior level leaders driving strategic direction, an organization risk becoming stagnant and not able to meet executive expectations.   Faced with ever increasing demands, relentless competition and unprecedented challenges, these mid and senior-level leaders may sometimes feel unsupported. Talent Authority's behavioral and competency development provides support by offering pragmatic tools that these leaders need to improve their effectiveness as a leader of a leader.

Customize the Talent Academy to meet your needs.   The program below is the standard Talent Academy for Mid-to-Senior Level Leaders coursework, which we highly recommend.   Additional modules are available.

- Self-Awareness
- The Five Behaviors
- Leading: Work of Leaders
- Coaching as a Leader of a Leader

- Talent Development
- Change Management
- Strategy Execution

ACADEMY DETAILS

Group Size: 8 to 16 individuals
Delivery: In-person or virtual
Length: 4 hours per module
Modules: Choose four or more modules
Audience: Leaders of Leaders
Industries: All
Fees: Based on contracted sessions, number of participants, mode of delivery and location
State-Funding: Offsets may be available in CA

Retreats: We will create a custom program to meet group, retreat, and time-frame objectives. We also offer retreat planning services.

Pre-Work. Prior to attending the first module, individuals will be asked to complete three assessments and one survey. The results of each assessment will be provided a day prior to the training session. Survey responses will be used to assist the facilitator in tailoring the experience to the group's needs.   Additoinally, up to 30 minutes of pre-work required for most courses.

TheTalentAuthority.com

Self-Awareness

For breakthroughs to occur, leaders – especially -- at the mid-to-senior level must understand their personal tendencies in four behavioral areas.   Based on sixty years of reearch, these core behaviors correlate to the success of an individual in their position, the success of a team and ultimately the success of the organization.   The methodology is quite simple and the results are quite startingly.   Accordingly to a Harvard Business Review survey: 95% of leaders thought they were self-aware; however, results indicated that only 15% actually were.   This research indicates much work is needed and is often overlooked.

This course will enable mid-to-senior level leaders to. . .

- Objectively see the intensity of their behaviors and the impact their behavior has on others.
- Gain insight into how proactive versus responsive an individual is along with their tolerance of risk.
- Decipher their need to manage (even micromanage) others versus and how to let go or take more control in situations.
- Evaluate the necsissity for a balanced approach to focusing on what needs to get done and the people doing the work.
- Uncover the need to adapt to the work environment given the stresses and pressures felt.
- Flex behaviors given different situations and individuals that are encountered.
- Recognize that an individual cannot be inherently changed; however, flexibility and awareness is fundamental for transformation.

The Five Behaviors.

Organizations, groups and departments must be successful; however, many struggle due to basic human behaviors. This occurs due to many reasons, including not understanding fundamentally why people are different (and why this is good), not wanting to be vulnerable, avoiding conflict, failing to achievement commitment, the inability to hold others accountability, and focusing on individual versus collective results.   This kick-off module provides valuable insight into they why behind human behavior. This course is based on the book *The Five Dysfunctions of a Team* and combines two assessments.

This course will enable mid-to-senior level leaders to. . .

- Understand core tendencies as it relates to the Five Behaviors model
- Become more trusthworthy through vulnerability.
- Engage and manage productive conflict so issues get exposed by all parties.
- Lead by providing clarity and gaining commitment by others.
- Instill accountability by insuring team members hold one another accountable to commitments.
- Focus on collective results for the team, departmentent and organization.

Leading: Work of Leaders.

Work of Leaders distills leadership best practices into a simple, compelling process that helps leaders, especially those at the mid and senior-level, get immediate results. Leaders have three fundamental responsibilities—the VAE model: Crafting Vision: imagining an improved future state that the group will make a reality through its work. Building Alignment: getting to the point where everyone in the group understands and is committed to the vision. Championing Execution: ensuring that the conditions are present for the imagined future to be turned into a reality. The true value of this VAE model is that it lays out a manageable, realistic framework to guide the process. The goal is to provide straightforward explanations of where you might choose to target your personal development efforts.

This course will enable mid-to-senior level leaders to. . .

- Understand the core tendencies and create an action plan for increased effectiveness.
- Craft a vision that can become reality as it is based on group and organizational dynamics.
- Build alignment that gets others to commit to action.
- Champion execution that ensures that the right conditions are present for future success.

Coaching.

Not all coaching is created equal. Coaching as a leader of a leader is significantly different from coaching at the frontline. Senior-level leaders are expected to successfully lead across varying organizational structures, including generational and cross functional individuals while simultaneously continuing to grow the business. Tasked with so many different factors, these leaders need to develop multi-directional coaching skills because one size does not fit all for team members. Most often, coaching deal with behavior versus tasks.   For more effective team interactions, leaders learn a proactive and introspective approach.

This course will enable mid-to-senior level leaders to. . .

- Create confidence to coach leaders of leaders.
- Empowered other leaders to confidently coach resulting in a coaching culture from top to bottom.
- Reduce their need to share their expertise and, instead, engage in active listening and asking agile questions to identify underlying issues and guiding the coachee choose the best course of action.
- Focus on behaviors that impact performance, engagement, and retention versus the task at hand.

training@TheTalentAuthority.com

TheTalentAuthority.com

Talent Development.

There is no question that mid-to-senior level leaders play a key role in driving the growth of their department and teams. Each day, these leaders are required to deliver on critical business initiatives through their talent. These leaders must then possess a strong understanding of the strengths and challenges of their team members and teams overall. They must possess a keen ability to define the current and future development needs to continue to grow their teams and address skill gaps. In conjunction, it is crucial to spot and develop high potential talent for future leadership role and to provide consistent feedback to all team members and executive management.

This course will enable mid-to-senior level leaders to. . .

- Recognize their role as a developer of talent and understand the pivotal role high-caliber talent plays for the organization's long-term success.
- Utilize a methodology to identify high potential talent.
- Provide development opportunities to leaders with strategic intent.
- Accurately assess the challenges preventing teams from achieving organizational goals and priorities.
- Develop talent for long term success.

Change Management.

Leaders at the mid and senior level are expected to implement, support, create and manage change to drive the business forward, despite all the business challenges they face daily. And with increasing competition and the struggle to align goals, these leaders are placed in a difficult position of trying to understand the change they have crafted or have been handed, the change they created themselves, and the change they need to communicate. But how can they lead change if they are not ready? Here, leaders learn the importance and the ability to skillfully drive change by understanding the role stakeholders, biases, differing viewpoints, communication, and buy-in plays.

This course will enable mid-to-senior level leaders to. . .

- Reduce employee feeling overwhelmed and de-motived due to constant shifts in strategies, organizational structures, and fewer resources.
- Create capacity, focus, and competency to drive change in demanding conditions.
- Have greater aware of their own personal preference and their team's preference toward change and how that preference may shift at each step of the change process.

training@TheTalentAuthority.com

Strategy Execution.

Leaders with the ability to implement strategy is a critical asset for any organization. Part of that skill set is the ability to identify priorities, manage their time and resources, execute the vision and ensure long term sustainability. Leaders learn to strategically plan and act to engage themselves and their teams to successfully execute objectives and KPIs while overcoming the challenges that may interfere or prevent them from realizing organizational initiatives. (4-8 hours)

This course will enable mid-to-senior level leaders to . . .

- Confidently produce results while still engaging others.
- Translate strategic initiatives into specific and sustainable action plans.
- Focus and prioritize their time, energy, and resources to drive team performance.
- Implement, lead and calculate ROIs and, most importantly, how to measure progress and/or outcome against KPIs.

Additional Courses to Consider for the Mid-to-Senior Level Leaders.

- Emotional Intelligence / Agile EQ
- Employment Law for Leaders
- Innovation
- Interviewing
- Lean and Process Improvement
- Presentation Skills

training@TheTalentAuthority.com

TheTalentAuthority.com