

21st Century Leadership: Putting People First



21st Century Leadership means shifting the focus from labels—leaders and followers—to actions and relationships. It is about putting people first.

Walk into any airport newsstand, big-box or online book seller, or conference bookstand—leadership books are everywhere. If simply reading a book on leadership made one a better leader, organizations would not be facing a severe drought in good leaders.

Every day, leaders make decisions and base action on a personal set of assumptions, unknown values and “gut instinct.” Understanding the why and how of those assumptions—and how to handle them—can result in better if not great leadership.

Key Performance Consulting’s program, *Leadership for the 21st Century: Putting People First*, provides leaders with the opportunity to delve into why they lead the way we do and how best to leverage their natural styles. The program offers a stimulating and challenging learning environment that invites participants to learn how to exercise leadership with more courage, mindfulness, skill and effectiveness.

A Unique Approach to Leadership

Leadership for the 21st Century: Putting People First is different than other leadership programs that typically focus on building a distinct set of competencies. Instead, leaders are given the chance to reflect on their deepest assumptions and most strongly held values and consider how those values and beliefs may have limited them in the past.

The program also challenges leaders to look beyond formulating quick technical solutions when trying to solve deeper organizational issues. Instead, it prompts them to examine themselves and the competing commitments and loyalties in their organization.

Over the six-week program leaders are actively engaged on several levels—in the classroom, in small groups, and in individual reflection and practice.

Leadership for the 21st Century: Putting People First provides:

A thorough understanding of the changing dynamic of leadership in the 21st Century.

A higher level of self-awareness and understanding.

A deep discussion of issues, such as creating and claiming value, understanding the relationship between leadership and authority, exercising influence and managing the individual and institutional dynamics of change.

An exploration of a wide range of leadership strategies and new ways of exercising leadership, whether in a position of authority or just one member of a group.

A look at the dangers and risks associated with exercising leadership—the chaos and conflict—and how you can build up your capacity to navigate unpredictable waters.

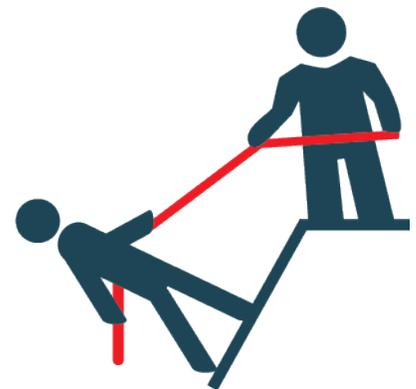
Clarity on the six leadership skills that never change.

- Self-Awareness
- Communication
- Influence
- Coaching
- Change Leadership
- Business Acumen

A reminder that managing well is good leadership.

Who should participate in the program?

Individuals in management including officers, executives, directors, managers, and supervisors—in short, any leader who want more clarity about what leadership means in the 21st Century and how to apply it.



The benefits of completing the program:

The practice of 21st Century Leadership inspires creativity, innovation, and engagement in teams, departments, and organization. The practice learnt in this program models appropriate behaviors, promotes a physically and psychologically safe working environment, and influences others to lead.

Program Outline

The program is facilitated at your organization. This six-week program consists of six 1-day sessions. Each 1-day session is facilitated weekly for six consecutive weeks. Each session begins with a review of the previous week's material and any small group and individual work assigned between sessions. The remainder of the session is dedicated to introducing new concepts and the assignment of small group and individual work.

Session One – 21st Century Leadership – In the twenty-first century, more than ever before, effective leadership is about serving others. The Digital Revolution is transforming a transaction-based world into a relationship-based world. The capacity of individuals and organizations to serve others is greater than ever before. Leaders can create more relationships, and serve more people more effectively in those relationships, than their predecessors could have conceived. In session one participants learn:

- The new leadership landscapes
- What doesn't work any longer
- What we know still works
- Present challenges in any organization

Session Two – Building Self-awareness – Self-awareness has been cited as the most important capability for leaders in the 21st Century to develop. Successful leaders know where their natural inclinations lie and use this knowledge to boost those inclinations or compensate for them. In this session:

- TriMetrix® EQ_Executive Assessment Group and Individual Debrief
 - Each participant receives a private, one-on-one personal debrief of the assessment with a trained coach.
 - Mindful leadership – Mindfulness is not a technique, it's skill – one that can be learnt. It begins with the simple act of being present in any given moment. Leaders in the 21st Century cannot afford to be "ruled" by their emotions. They must be clear about who and what they are and how they can best be of service to those they lead.
 - Nine ways to self-awareness
 1. Presence
 2. Awareness
 3. Calmness
 4. Focus
 5. Clarity
 6. Equanimity
 7. Positive
 8. Compassionate
 9. Impeccability

Session Three – Claiming Your Value – Being assigned the role of “leader” is not enough. Leadership is active participation in developing others and living the values of the organization. “Because I said so” is not a long-term effective leadership strategy. Great leaders “claim” their role in the organization by striving to become better at doing the things that are important at their level. In this session participants will learn to claim their value as a leader by:

- Leading with Humility
- Respecting Every Individual
- Building Good Relations
- Coaching Others

Session Four – Unconscious Bias – Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing. Leaders in the 21st Century must become aware of their own unconscious biases and be able to see biases in others.

- This session focuses on a leader’s unconscious bias and uses FranklinCovey’s *Unconscious Bias: Understanding Bias to Unleash Potential™* as its foundation.

Session Five – Leading Change – All leadership is change leadership. Effective change leaders do three things; they anticipate where things are moving, they facilitate the implementation of change, and they sustain momentum by strategically moving things ahead. Great change leaders know how to navigate the three C’s of change leadership:

- Communicate
- Collaborate
- Commitment

Session Six – Leaders don’t Forget to Manage – Heroic leadership cannot replace engaging management. Often the best leadership is management practiced well. This final session is designed to remind leaders that the nuts-and-bolts of good management practices are critical to great leadership.

- This session focuses on management skill development and utilizes the Skillscope® assessment developed by the Center for Creative Leadership. The session includes the assessment debrief and creation of a development plan for each participant.

For more information contact:

Key Performance Consulting

www.keyperformance-consulting.com

320.420.1651