

LEADING WITH “THE GROUPNESS FACTOR”

Creating High Engagement in Teams and Organizations through Groupness

PROGRAM OVERVIEW

Leaders aren't born, they are made.

And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal.

Vincent Lombardi

What distinguishes first-class leaders from the rest? Is it their unique charisma? Exceptional EQ or IQ? Outstanding communication skills? All these factors are certainly important and relevant, but fail to account for how great leaders, whether in politics or corporations, create a unique culture and the willingness to follow.

This program will help participants understand the principles of first-class leadership, especially the power of the groupness factor. They will learn how great leaders foster a sense of groupness among members they aim to influence. In an experiential setting, participants will understand how to establish first-class leadership in their own organization or department and learn what it takes to create a unique corporate culture.

METHODOLOGY

- Pre-Seminar Questionnaire to increase awareness and to prepare the participants
- Use of Harrison Assessment (optional) for identification of development opportunities
- One highly experiential 1-day seminar with exercises and real plays
- Follow-up procedure (1:1 coaching and/or group coaching sessions) to ensure high impact of complete program

Who should participate:

Anyone in a leadership position, especially middle and senior managers as well as entrepreneurs.

Objectives:

- To fully understand the impact of the groupness factor
- To learn how to make use of this powerful factor
- To get a deeper understanding of the impact of a unique corporate success culture

Benefits for Participants:

- Cost saving due to higher retention rates
- More business success through higher engagement of the team members
- Improved career perspective because of more successful leadership

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Typical Program Outline

	First-Class Leadership and Groupness
The Groupness Factor	<ul style="list-style-type: none"> • Understanding the background of groupness • Identifying the power of groupness • How to create and enhance groupness • Groupness and leadership
Basics of First-Class Leadership	<ul style="list-style-type: none"> • Identifying, understanding and adjusting beliefs about leadership • Analysis of Harrison Assessment results • The 3 preconditions for successful leadership • Learning from outstanding leaders
How to Create and Enhance Constructive Groupness	<ul style="list-style-type: none"> • Gaining insights and further development of the key competencies influencing groupness: <ol style="list-style-type: none"> 1. Giving direction 2. How to differentiate 3. Corporate Identity • Exercises, role plays and real plays to practice application of these competencies
Benefits of First-Class Leadership	<ul style="list-style-type: none"> • Research results from real case studies • Short-term and long-term benefits of first-class leadership • How to avoid typical pitfalls • Establishing an action plan with first milestones