



# AZ Growth Advisors

## Introducing The Leading for Performance *Level One Program*


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The Leading For Performance (LFP) Level One Program is a 12 month leadership development program catered towards supervisors to mid level managers who strive to excel as leaders and have a desire for personal growth. The curriculum is designed to develop specific leadership skills that will help participants excel in current and future roles.

The program uses contemporary, results-driven learning approaches to achieve the following primary objectives:

1. Deep understanding of leadership strengths and blind spots
2. Become better communicators and problem solvers
3. Achieve results through team members

The LFP series is a long-term organizational development program that equips leaders with essential skills, methods and models to effectively lead themselves and others to superior performance. The skills enable leaders to be consciously competent in their role and practice effective communication, team effectiveness, coaching, and leadership to directly impact their work and the work of others.



Traditionally, leadership has been viewed as the responsibility of top executives. Today's lean and flat organizations are shifting from limited employee involvement to a shared leadership approach, which is executed through supervisors and managers. For teams to operate at its optimum productivity, it needs an effective and self-aware leader, someone who is engaged in the process and the daily operations of the business.

This level of development is accomplished through our use of contemporary learning approaches including interactive presentations, discovery learning, personal application, skill practice, and individual action planning, giving participants the ability to apply the concepts on the job.

**Our group cohort style combines leaders from several companies, from a variety of industries. This unique group approach tends to enhance the overall experience for participants, and fosters an environment to learn, not only from the facilitator but also from each other.**

Participants will also attend the **AZ Growth Advisors All Member Meetings** providing them exposure to business thought leader best practice content and expand their professional and personal networks.

## Modules:

### OPTIMIZING LEADERSHIP POTENTIAL

Participants will gain a deep understanding of their natural leadership strengths as well as their blind spots that are essential when leading and developing others. The Personal Leadership Profile reveals the strengths of each participant and provides a development path for the blind spots that are important to the individual's role.

### WIN/WIN RELATIONSHIPS THROUGH DYNAMIC COMMUNICATION

Dynamic Communication was designed to help people win and achieve a greater degree of success in life and work. Participants will understand the benefits of applying a behavioral communication model, and understand their own behavioral design. They will be able to recognize, understand and appreciate others' behavioral design for enhanced communication, understanding and relationships.

### MANAGING CONFLICT

Learn how to take a collaborative, win-win approach to conflict resolution. Key competencies include the ability to quickly identify sources of conflict so it can be prevented or addressed; the skills to address conflict constructively, even if another party doesn't employ a constructive approach; the ability to identify common reactions to conflict and deal with them constructively; and the communication skills to manage conflict most effectively.

### FACILITATING EFFECTIVE MEETINGS

Meetings can be an effective use of time but unfortunately they are often seen as a waste of time in the eyes of many, due to the lack of structure, agenda and preparation. Participants will learn about best practices to facilitate productive meetings as well as learn the various times and reasons for different meetings along with the proper cadence and rhythm.

## SETTING AND ACHIEVING GOALS

Participants are introduced to proven techniques and best practices for setting and achieving goals. We will explore the characteristics of effective goals, and clarify the connections between organizational strategy and the employee's performance results. Participants will gain knowledge and application techniques to take back and implement with their teams.

## DELEGATING WITH CONFIDENCE

Participants explore the conditions under which delegation is most effectively accomplished, and learn a process for delegating that minimizes concerns about the ultimate responsibility for success. They will gain an appreciation for the importance of effectively entrusting others with business tasks while maintaining accountability for the outcome.

## MANAGING WORKPLACE STRESS

Leaders with the power to identify how stress affects the overall health, productivity and morale of the entire organization set themselves apart by doing so. Tackling the causes of stress in individuals and in organizations leads to higher performance, fewer missed days and, and higher productivity.

## COACHING AND DEVELOPING OTHERS

Participants learn how to identify the hidden talents within their team while coaching and developing them to maximize their potential. Our simple and practical coaching methods are straightforward and easy to implement, resulting in immediate action and quick progress.



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## What participants have to say about the program:

**“The content was very helpful and applicable to my role within the company. It was also great being a part of the all member meetings.”**

**“My one-on-one meetings are better! I’m now able to use what I learned to understand what my employees are thinking versus guessing.”**

**“Made me more aware of how I interact with my team and how I handle situations. I am more open with my team as well as confident in their work. ”**

**“The biggest impact is having a better understanding and awareness of how different people are impacted by different styles of management and communication.”**

**“My confidence as a manager has increased and my comfort with conflict has also changed. I’m now comfortable having those discussions on performance without them turning into a one-way conversation.”**





**Expectations of participants:** Participants will be expected to do their absolute best to attend all of the group sessions, to participate in team action learning and to complete all mutually agreed upon assignments in a timely manner. Participants will be asked to coordinate coaching sessions with the facilitator throughout the program to reinforce the learning and application of the program curriculum. Lastly, participants will be expected to identify and work on personal and professional development initiatives throughout the program.



**Commitments from facilitator:** The facilitator will strive to create the best possible environment for learning and developing as leaders. The facilitator will provide feedback to each participant on an on-going basis and will conduct several one-on-one coaching calls throughout the program. Finally, the facilitator will place a high degree of focus on revealing and maximizing the leadership potential within each participant.



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To register or for more information,  
email [Adam@AZGrowthAdvisors.com](mailto:Adam@AZGrowthAdvisors.com)

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