



AZ Growth Advisors

Introducing The Leading for Performance *Level Two Program*

The Leading For Performance (LFP) Level Two Program is a 12 month leadership development program catered towards mid to senior 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 personal strengths and blind spots
2. Lead and develop high performing teams
3. Become better communicators and problem solvers

The LFP is a long-term organizational development program that equips leaders with essential skills, methods and models to effectively lead 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 leaner, flatter organizations are shifting from limited employee involvement to a shared leadership approach, which is carried out through teams. For teams to operate at a high level, they need an effective, self-aware leader who is engaged in the process and vision of the organization.

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** in 2019-20 providing them exposure to business thought leader best practice content and expand their professional and personal networks.

Modules:

PERSONAL LEADERSHIP PROFILE

Having a deep understanding of personal strengths and blind spots is 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.

DISC: DYNAMIC COMMUNICATION

Participants will explore the benefits of applying a behavioral communication model, and dive deep into their own behavioral design. They will learn how to have dynamic communication with virtually anybody.

BUILDING A HIGH PERFORMING TEAM

There is a critical difference between a high performing team and a collection of people who happen to work for the same manager. In this session, we will review the typical stages that teams go through and how to lead the team through dysfunction and into high performance.

ANALYZING AND DEVELOPING PERFORMANCE GAPS

Analyzing "what is" vs. "what should" be happening is key to driving excellent performance. In this module, participants will discover how to diagnose gaps in performance, analyze the causes and effects and how to correct the course by implementing a development plan.

DRIVE GROWTH THROUGH TEAM PERFORMANCE AND ACCOUNTABILITY

Productive teams are essential for growing the organization and holding teams accountable is an important asset for any leader. Participants will learn how to effectively drive growth through teams and will learn best practices to hold them accountable for their results.

INFLUENCING PERFORMANCE

Engaged and motivated employees are least likely to jump ship and leave the organization. Leaders will learn how to engage and motivate individuals, while influencing them to perform to their potential.

COACHING AND DEVELOPING TALENT

Managers manage, leaders coach. This two-part session takes a deep dive into coaching and participants leave with an easy to implement, and impactful coaching model that they will begin using immediately. Each participant receives the **RealTime Coaching™** book, the process and all the tools necessary to begin coaching employees into “A” players.

DEVELOPING AND APPLYING EMOTIONAL INTELLIGENCE

The Harvard Business Review states “the core of EI is self-awareness: if you don’t understand your own motivations and behaviors, it’s nearly impossible to develop an understanding of others.” This session will analyze each participant’s level of EI and develop a method to immediately begin applying EI in the workplace.



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What participants have to say about the program:

“I’ve learned to better utilize others’ talents and skills to be more productive.”

**Darin Bailey, Project Sponsor
Hunter Contracting**

“It’s given me real world solutions to problems that we’ve encountered due to our rapid growth.”

**Tara Krantz, COO & Senior Estimator
Pro Steel Erectors**

“Being in a room with other professionals has been very helpful in my development as a leader.”

**Trisha Poteet, Executive Director
Castle Biosciences**

“The facilitators are very detailed in the program, they have a lot of good information and it’s presented very well.”

**Chris Albus,
Operations Support Manager
Willmeng**





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

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