

ENERGY LEADERSHIP DEVELOPMENT



Energy Leadership Development is a process that maximizes the individual’s growth and development. It begins with a baseline assessment that outlines the person’s area of strengths, challenges and opportunities. The leaders potential is maximized by connecting to their inner passion and aligning it with their actions in the work environment.

LEADERSHIP DEVELOPMENT FOCUSES ON:

- ◆ Development of dynamic communication
 - ◆ Emotional intelligence
 - ◆ Influencing and engaging others
 - ◆ Problem-solving
 - ◆ Creating relationships
 - ◆ Productivity and decision making
 - ◆ Time management
 - ◆ Self leadership
- ◆ Low morale
 - ◆ Poor performance
 - ◆ Drop in product quality or service levels
 - ◆ Increase in failed projects and projects that fall short of expectations
 - ◆ High turnover/lower retention
 - ◆ High absenteeism

EFFECTIVE LEADERSHIP

Effective leadership is a top down and a bottom up effort. Everyone is a leader. It is just a matter of how well they lead.

<u>The Catabolic Leader</u>	<u>The Anabolic Leader</u>
Manages: Controls by pushing and pulling	Leads: Encourages others to take their own steps
Delegates fully (and then points and blames)	Project shares (becomes a part of the plan)
Gives information without justification or buy-in	Shares (detailed) information and gets feedback and buy-in
Self-assesses	Utilizes others’ feedback
Works in crisis mode	Plans and develops, is future focused
Emotionally disconnects	Utilizes emotional intelligence
Uses left brain analysis	Uses whole brain thinking
Focuses on problems	Sees only opportunities
Takes advantages of staff	Sees the true human resource

PHILOSOPHY AND PRINCIPLES:

Corporate Catabolism is created through the combined energy of the employees. Catabolic corporations are created by individual’s high stress, focusing on what is wrong as opposed to what is right, blaming of others, and misinterpretations. People have extraordinary influence over each other – consciously and unconsciously.

Developing powerful, engaging, high-energy leaders can shift the energy within an organization and actually change the group dynamic and group “think”. This bottom up approach meets the top down efforts to create a coaching based, leadership culture.

The following issues are effects or symptoms of Corporate Catabolism:

- ◆ Lack of engagement
- ◆ Lack of innovation
- ◆ Low motivation

VALUE FOR CUSTOMER

Leadership development focuses on working with high potentials to have their default approach be:

- ◆ Take a 360 degree view of the situation and based on that understanding being able to move forward
- ◆ Look below the surface of the situation. Respond as opposed to react, based on other’s perspectives, agendas, previous experience, interpretations, emotional reactions, etc.
- ◆ Understand what is impacting the team, the program, or the process and come up with creative solutions to address the concerns
- ◆ The ability to generate new perspectives in order to help create, excel, and deliver a positive outcome

LEADERSHIP DEVELOPMENT PROGRAMS

We deliver effective, comprehensive leadership development programs that can empower the leaders and future leaders of an organization to take the corporation to the next level.

