

Generating Executive Leadership

Duration: 5 Days · **Training format:** Virtual Classroom / Online

Description

Leadership best practices are necessary for success even when a leader has reached the top of their organization. Even senior-level leaders must stay current on ever-evolving leadership approaches and techniques. You will elevate your strategic thinking skills, learn methods to improve organizational culture and encourage transformation, and practice building relationships, trust, and political capital. You will develop actionable and practical plans to apply this newfound knowledge and awareness back on the job.

Delegates will learn how to

- Apply complexity leadership skills to enhance organization systems and resolve leadership challenges
- Demonstrate leadership agility and adaptability, and be able to plan in complex adaptive systems
- Align organizational culture and strategy, and create leverage points to support cultural transformation
- Identify leadership boundaries and apply boundary and polarity management techniques to enhance organizational culture and capabilities
- Use openings to create and foster a climate of innovation
- Use language and conversation skills to create trust, build commitment, and lead others to act
- Establish a collaborative organizational climate by demonstrating strong decision making and ethical leadership skills
- Demonstrate a powerful leadership presence
- Identify, step into, and meet leadership commitments

Audience

This course is intended for executives, senior leaders, and C-suite leaders.

Outline

Complexity Leadership in the 21st Century

- Leading Through Complexity

Cultivating Leadership Agility and Adaptability: The Dilemma of Planning in Complex Systems

- Planning and Goal-Setting in a Complex System: Balancing Structure with Flexibility
- Complexity Leadership Practices for Self-Organizing Systems
- Complexity Leadership Practices: Zooming In

Developing Culture: Leadership as an Organizational Resource

- Assessment: Culture Snapshot
- Aligning Culture and Strategy
- Using Levers to Create Cultural Change

Walls and Bridges: Managing Boundaries and Polarities

- Understanding Boundaries
- Types of Boundaries
- Why Is It Important to Pay Attention to Boundaries?
- Leading Across Boundaries
- Holding Tensions and Managing Polarities

Leadership Language: Building Trust and Commitment and Coordinating Action Through Conversation

- The Power of Speech
- Making Declarations
- Extending Requests and Offers
- Building Trust Through Language
- Generating Complaints
- Coordinating Action Through Conversation

Creating a Climate of Innovation

- Creating Openings for Innovation
- Tools for Facilitating Innovation

Moving Beyond Collaboration: Co-Creating Outcomes and Ethical Decision Making

- Simple Structures to Drive Collaboration
- World Café: Knowing Together and Bringing Forth the Future
- Ethical Leadership and Decision Making
- Making the Connection Between Ethical Leadership and Decision Making

Conveying a Powerful Leadership Presence

- Body-Emotion-Language Framework

- Using Leadership Presence
- The Impact of Mood on Leadership Presence

Bringing Leadership Commitments to Life

- Aligning Yourself For Leadership
- Entering Your Leadership Commitments