



*The dual-focus model is so helpful. Now any time I go into a meeting, I stop and take 30 seconds to be sure I have considered success from both perspectives before I open my mouth.*

# leadership focus

## boost your team's leadership confidence

From first-time leads/supervisors to senior leaders, managers can unknowingly undermine their team by falling into patterns that no longer serve them. As their impact on the organization exponentially increases with their responsibilities, they need to shift from excellent *doing* to excellent *leading*.

This session teaches leaders to make necessary behavioral shifts by showing them how to own their impact. While some over-index on business results at the expense of their people and others favor team harmony without accounting for the bottomline, our Dual Leadership Focus enables leaders to replace "either/or" with "both/and." Then, we help them hone the communication skills that yield business results and a happy team.

With the chance to refocus on great leadership and the tools to get it done, your leaders make lasting change that benefits their team and the organization, so that everyone can – and chooses to – do their best work.

## directly apply learning to real-time work challenges

your team will learn...

### the what

#### Mindsets

- Leadership maturity
- Dual leadership focus

#### Skillsets

- Questions to engage
- Listening to connect

### the how

#### By...

- Applying concepts to real-world situations
- Engaging in self-reflection and self-assessments
- Working through current issues in discussions with peers
- Practicing confidence-building skills

### the impact

#### After this program, your leaders will...

- Boost their self-awareness and ownership of their impact on others
- Balance the needs of the team and business without conflict
- Hone communication skills to engage teammates, ensure alignment and build trust
- Build their confidence to apply these skills to real-time work challenges

*\*Can be used as a stand-alone or with other modules in our Leadership Mastery Series: Leadership Focus, Delegation, Working Effectively with Conflict and Giving Effective Feedback.*

*\*\*Customizable to all levels of leadership.*