

**Faurote Group Leadership Academy
Program Descriptions**

Session 1

Influence: The Key to Effective Leadership

Program Description:

In the battle to be successful today, we must recognize the importance of creating leaders at all levels. Since more than 95% of leadership does not come from the top but throughout the middle of an organization, our belief is that leadership is not based on position but rather the person. Therefore, the question every leader must be able to answer is, "Why should someone follow me?" This program identifies what it takes to be a successful leader and discusses the keys to get people to want to follow you, allowing you to transition from a doer, to a delegator, and eventually, a developer of leaders.

Learning Objectives:

-  Introduce the Progression of Influence as a Leader: Doer, Delegator to Developer
-  Identify the core competencies and characteristics of effective leaders
-  Highlight the value of "situational leadership"

Interactivity and Take-aways:

This session is designed to challenge conventional thoughts about what it means to 'Lead' and presents video examples for evaluation as a group as to what is and isn't effective as a leader. It prompts self-assessment to begin a plan to increase influence with those around you, both personally and professionally.

Emotional Intelligence: a catalyst for high performance

Program Description:

Ever had a moment when your initial thoughts took on a mind of their own and you said or did something that made you wish for a 'do over' button? Or, delayed your response so long that it felt too awkward to share later and caused you to not contribute at all? If your answer was yes to either of these questions, you are not alone. One of the biggest elements deterring productivity in today's workforce is the inability to create strategic responses to the stimuli in our environment. Skills such as Impulse Control, Reality Testing, Self-awareness, among others, are paramount in creating intentional responses. These skills, falling into the study often referred to as Emotional Intelligence, have been researched to account for over 60% of performance in all types of jobs. By enhancing your understanding of your responses and those of others and taking them into account when interacting, you can have a positive effect on relationships, business results, commitment, and teamwork. This program highlights the connection between our responses and actions and helps identify ways to improve your skills to develop more productive relationships both professionally and personally.

Learning Objectives:

-  Discuss the impact of productive and unproductive responses at work
-  Discuss activating events and the impact on physical, mental and social well-being
-  Learn strategies to help you manage counterproductive tendencies
-  Connect how high-usage of Emotional Intelligence skills (using the EQi-2.0 model) can improve individual and team performance and engagement

Emotional Intelligence: a catalyst for high performance (cont.)

Interactivity and Take-aways:

Through video examples of our responses in action and thought-provoking questions to challenge the way we think about the triggers in our personal and professional lives, this session spurs participants into developing strategic actions for improvement. Participants will receive a self-improvement activity designed to reflect on trigger events in our lives allowing for higher levels of self-awareness and an increase to our daily usage of Emotional Intelligence skills.

Relationship Strategies – The Platinum Rule

Program Description:

The key to maximizing connections and minimizing unnecessary conflict lies in our ability to be adaptive communicators. Where most people struggle is not having a good understanding of their own preferences and inaccurately reading others. To avoid unwanted confusion, you must first understand your own communication tendencies and then assess others by interpreting the clues they provide when speaking. When you practice the Platinum Rule™ (*Treat others the way they want to be treated*), you build credibility and rapport. In this workshop, obtain a better understanding of your personality style, learn how to “read” people, adapt to their needs, and create lasting relationships critical to business and personal success.

Learning Objectives:

-  Learn the four basic personality styles as leveraged by the DISC assessment
-  Gain an understanding of your behavioral style and how to maximize strengths and minimize weaknesses
-  Discover how to read verbal, vocal, and visual signs while interacting with others
-  Be able to adapt your communication style to accommodate the preferences of others
-  Learn the keys in establishing trust, confidence, and credibility in relationships

Advance Prep and Take-aways:

Includes breaking out the attendees by personality style as well as video quizzes to test immediate understanding and application of the skill development from session content. Pre-work includes taking the DISC assessment.