EASI Consult®
Creating Advantage Through Talent Management

Leading to Greatness
An engaged workshop for senior managers

Leading To Greatness (L2G) is a leadership and management program for senior managers in organizations. The program focuses on four content areas, each addressed through lectures, participant simulations and job performance data. Participants receive feedback from questionnaires completed by their supervisor or direct reports and meet with facilitators in one-on-one sessions to integrate their questionnaire feedback and learning experiences. Repeated opportunities to practice the new leadership concepts increase transfer of learning back to the job. Participants establish a plan to achieve a current business objective using the program's content as a strategy to better accomplish the objective. Note – Programs may also include 6- and 12-month follow-up sessions to review program content and assist with objective accomplishment.

CONTENT AREAS

Motivation
Why do people do what they do? Some people would say it's all about motivation. This section of the program is based on the work of noted psychologist, David McClelland. Dr. McClelland would contend that people do what they do based on internal motives. McClelland's simple, yet powerful model of social motives provides leaders a framework for understanding how to impact and influence others in the workplace.

Competencies
Competencies are the knowledge, skills, attitudes, behaviors and traits that all of us possess in different combinations allowing us to accomplish activities. Participants receive feedback on competencies they demonstrate in their current job. Both self-assessment and supervisor assessment data are provided. In this section, attention is paid to the job to person "fit".
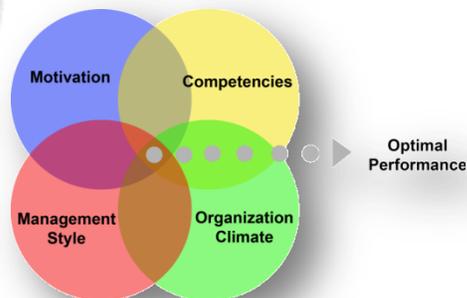
Management Style
Six styles of management originating from research done at the Harvard Business School (HBS) are presented. Participants receive feedback from a pre-administered management style questionnaire based on the HBS research. Self-assessment and direct report assessment data are provided.

Organization Climate
Organization climate can be thought of as the "temperature" of the organization. It is the way things are done. It is a combination of an organization's norms, policies and procedures. Participants receive feedback from a pre-administered organization climate questionnaire, which measures two facets of climate – Purpose (what we do) and Process (how we do it). Each facet is represented by six distinct dimensions. Self-assessment and direct report assessment data are provided.

EASI·Consult® - We've been on your side of the desk
Contact Us To Get Started
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