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## Leadership Excellence for Senior Management

### Overview

To maximize performance and foster a healthy environment, senior managers must also motivate others, nurturing and utilizing the distinctive skills of each team member.

### Target Audience

Mid- and upper-level managers looking to hone their senior management skills

### Course Objectives

After completing this course, students will know how to:

- Use wisdom and understanding to lead others
- Deliver constructive critiques to your staff
- More effectively coach and mentor your staff
- Develop new managers
- Better motivate your staff
- Navigate organizational politics

### Course Outline

#### 1 - Leading Others

Comparing Vertical and Lateral Hierarchies: Leading in Different Structures of Command and Control  
 Leveraging Your Organization's Structure  
 Knowing Your Employees – Developing Empathy  
 Beginning with the End in Mind and Back-Casting to the Desired Future State  
 Setting S.M.A.R.T. Goals  
 Earning Your Team's Trust with Honesty, Reliability, Availability, and Openness

[Register Online](#)

### Schedule

Class Length: 3 Days

G2R = "Guaranteed to Run"   OLL = "Online LIVE" ILT = "Instructor-Led-Training"				
11/18/20	11:00AM - 7:00PM	Norfolk-Virginia Beach, VA	OLL	\$2,250.00
04/05/21	9:00AM - 5:00PM	Norfolk-Virginia Beach, VA	OLL	\$2,250.00

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## 2 - Strategies for Course Correction

Lighting a Fire: Motivating, Guiding, and Inspiring  
Resolving Conflict: Forcing, Accommodating, Avoiding, Compromising, and Collaborating  
Changing the Script: Trusting Your Team, Empowering Delegation, Celebrating Success, and Building & Reinforcing Your Team  
Defining Team Roles and Creating a Balanced Team

## 3 - Effective Coaching and Mentoring

Providing Clear and Timely Feedback  
Creating a Supportive Environment  
Building a Mentorship Plan - Mentoring for Success

## 4 - Training New Managers

Preparing, Developing, and Supporting New Managers  
Defining and Building Competencies  
Documenting Best Practices while Rewarding and Emulating Effective Managers  
Encouraging a Peer Network

## 5 - Motivation

Understanding the 8 Level Hierarchy of Needs  
Managing Across Generations  
Applying the CARE Model

## 6 - Organizational Politics

Being Politically Savvy, Ethical, and Effective  
Building Political Intelligence  
Understanding the Landscape

## 7 - The Big Picture

Thinking Through the Elements of Management

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