MODELS™ for Leadership

Your Certified Partner is:

ACHIEVEMENT UNLIMITED

Contact:

Michael Gidlewski

610.793.6609

Models for Leadership (MFL) is a management and leadership development process consisting of six modules with flexible delivery methods.

MFL provides an integrated process of awareness, measurement, learning, and change processes, all designed to accomplish one thing – to help managers become **High Achieving Leaders.**

Using a process of learning and self-discovery, MFL teaches the managerial behaviors of High Achieving Leaders, measures the gaps that currently exist in each participant's managerial behaviors, and gives them a new **benchmark for leadership** to model.

How do your managers compare to the benchmark of High Achieving Leaders?

The Achieving Leader Research

MFL is based on over 30 years of cumulative research in the area of effective managerial and leadership behaviors. Using a database of thousands of leaders across many industries, our research is based on solid behavioral science, not armchair anecdotes or selective case studies. The research creates a model of the common philosophies, beliefs, practices, and managerial behaviors employed by **High Achieving Leaders.**

Page Summary:

- Integrated leadership development process
  - Awareness
  - Learning
  - Change Processes
  - Tracking
- Provides a leadership benchmark
- Based on characteristics of High Achieving Leaders as a model.
- Over 30 years of research

Contents:

Pre- and Post-Assessment Processes

We've all heard it before: "*you can't manage it unless you measure it*." Each module of MFL includes a comprehensive behavioral 360° assessment process to benchmark participants against our database of leaders and compare their own self-perception with the perception of others.

Participants will gain perspective and self-awareness at a whole new level. This awareness, coupled with targeted learning modules, will lead to new levels of insight and, consequently, more effective behaviors; closing the gap between average performance and high achieving results.

Note: Assessment process can be modified to meet any client's needs.

Awareness Perspectives:

- Self-assessment
- Feedback from others (Optional)
- Comparison of self-assessment with feedback from others (Optional)
- Comparison with thousands of other leaders taking the same surveys
- Comparison with High Achieving Leader benchmark

Page Summary:

- Each module includes an extensive 360° assessment process.
- Participants gain self-awareness from multiple perspectives.
- Experiential learning modules are proven to improve leadership behaviors.
- Participants model the effective behaviors of High Achieving Leaders.

Behavior Change
Development is a process, not an event.

All the awareness and theory in the world is useless unless acted upon. Models for Leadership has been improving leadership behaviors for over 30 years. Our experiential learning modules, combined with a powerful facilitation process, are specifically designed to close the gap between one's current state and the ideal benchmark of High Achievers.

No "fluff," just serious training and development for those who are serious about improvement.

How?

Through a proven process of **modeling effective behaviors** used by High Achieving Leaders.

"Research-based approach which provided the opportunity for serious self-appraisal and a blueprint for change toward a more effective leadership style. No other process that I have experienced has provided as many tools and guides to implement and monitor the improvement process."
- Max Jimenez, Senior Manager, KPMG

Whose leadership behaviors should we model?

Modeling Effective Behaviors

Modeling effective behaviors remains one of the best ways we can make positive changes in our leadership style. So what model should you use?

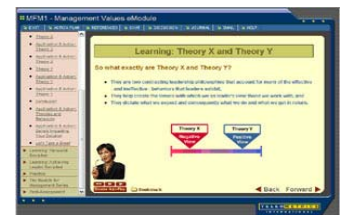Hopefully, a well researched and proven one.

MFL employs a proven behavioral change process that allows participants the opportunity to observe, experience, learn, model and practice the effective behaviors of High Achieving Leaders. The model of the High Achieving Leader becomes the benchmark for personal and organizational development.

Interactive self-paced e-learning modules used as part of our blended learning process.

Research-based Validity

From a training standpoint our philosophy has always been as follows:

"If we are to ask participants to consider a more effective way of doing things, we better be able to back that up with solid evidence that it will work."

Today's executives demand no less.

We pride ourselves in presenting participants with only the most validated research that has stood the test of time. No fly-by-night theories, no quotes from the latest book, no self-proclaimed management gurus.

In addition to our own validated data-based research, MFL utilizes over 60 years of research in the field of social and organizational behavior by some of the most prolific and noted researchers of our time, which we have contextualized, synthesized and made accessible to others.

Maybe that's why our materials are used so extensively by America's most prestigious MBA programs.

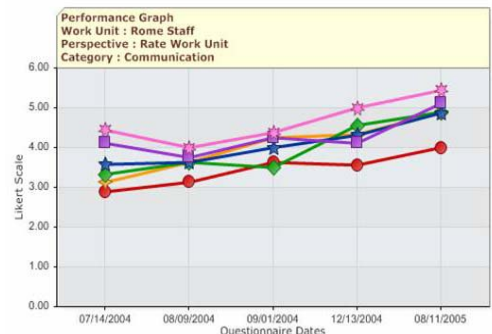*"I've never seen a better data-based and researched program."*
- Ken Wells, Training Coordinator, UST

"Most effective seminar in 18 years."
- Geoff Lathem, Manager, Kroger

"Gives me the type of action steps I need to be the type of manager I want to be."
- Glenda Jordan, Manager, Bell South

What results can you expect?

Measurable Results

Performance **=** Potential **–** Interference

Managers become High Achieving Leaders who:

- Are developers of people,

- Have more positive belief in people and their potential,

- Collaborate more,

- Communicates more effectively,

- Focus on what really motivates others,

- Use power more productively,

- Become more effective decision makers, and

- Interfere less with the potential of others.

These leaders capitalize on the untapped potential of others and increase workforce performance by practicing more effective behaviors. In other words, they reduce the interference that gets in the way of employee performance. They improve workforce performance by increasing:

- Satisfaction

- Morale

- Commitment

- Trust

- Creativity

- Productivity

- Decision Quality

While decreasing:

- Turnover

- Frustration

- Conflict

- Miscommunication

- Apathy

These improvements can be measured over time via a comprehensive, yet easily managed, post-assessment process.

Optional post-assessment survey tool used to measure behavior and performance on an individual, team, and/or organizational basis.

Contact us for details.

MODELS for Leadership ™

A Brief Look at The Modules

Unlike seminars that concern themselves with only a single behavioral theory or model - one piece of the management jigsaw puzzle - MFL presents an integrated synthesis of validated behavioral models that address managerial and organizational productivity. This unique process of synthesizing makes it possible for participants to understand how certain practices reinforce others. These main puzzle pieces interlock to form a more complete and validated view of leadership style.

Module 1 - Management Values

Discover how we expand our effectiveness as managers and leaders.

- Beliefs about people drive our behavior and thus become self-fulfilling prophecies.

- Learn how McGregor's classic "Theory X - Theory Y" and Brunswik's "Lens" demonstrate this.

- Guided interactions in Models reveal with startling clarity how values work for or against you as a manager and leader.

Module 2 - Employee Involvement

Discover how we "turn on" employees' willingness to work and participate.

- Do our management practices expand employee involvement?

- Discover practices that cause employees to want to get involved in meaningful, productive ways, while improving quality and performance.

- Key focus: "managerial gatekeeping" and "access management"

Module 3 - Communication

Discover how the way we communicate energizes the work climate.

- Models reveals how the dynamics of interpersonal communications make the work climate more productive.

- Analyze your personal communication practices and rediscover their impact.

- The Luft-Ingam model (Johari Window) gives you a proven framework for understanding and applying these experiences.

Module 4 - Work Motivation

Discover how to boost performance by harnessing the motivational process.

- Diagnose motivational symptoms in your team.

- Articulate what you believe about the motivations driving your employees.

- Compare with what your employees themselves say motivates them.

- Reconcile beliefs with reality.

- Learn to align your management practices with the "real motivators."

Module 5 - Empowerment

Discover how the way we use power can help organizational performance.

- Explore how you feel about power, and your use of personal power as a manager and leader.

- Learn how these issues thrust deep into your organization - into your employees' commitment into their work mission.

Module 6 – Leadership Style

Discover how well your management style works - and what to do if it doesn't.

- Identify your predominant style of managing people - as seen by you and by your co-workers.

- Analyze the strengths and weaknesses of various management styles, and their appropriateness.

- Discover management style aspects within the classic models of human dynamics.

- Forge a personal framework for making the best management-style choices.

- Synthesize what was learned in prior modules of MFL into an overall leadership style.

Delivery Methods
Value • Flexibility • Results

From traditional classroom learning to blended learning methods, the delivery of Models for Leadership can be customized to meet the needs of your organization.

Classroom:
Our classroom methodologies can be a great choice for many.

Each module is set up for half-day presentations, utilizing group experiential exercises, video presentations, and facilitator input.

Blended Learning:
Now our most popular delivery method. This method utilizes a blend of self-paced **eLearning** modules and live facilitated group work-sessions.

Live group work-sessions may be delivered in classroom or via distance learning methods utilizing live web conferencing or teleconference.

The backbone of the blended process is our interactive, self-paced eLearning modules which utilize only the best practices in learning methodologies.

Benefits of our blended learning methods include:

- Much of the learning is at the participant's individual learning pace.

- Format allows facilitator to spend more time in a consultative mode vs. a teaching mode.

- More flexible learning for participants = less productivity loss during the process.

- Less time away from the office and less cost associated with travel.

Contact us for more detailed information.

Page Summary:

- Classroom and blended learning methods available

- Blended learning includes self-paced e-learning modules

Participants are given access to our secure elearning platform. There is no IT investment required to participate in our blended learning program.

About Your Certified Partner

Models for Leadership is delivered exclusively through our network of highly skilled and Certified Partners. Your local partner will help assess your unique needs, constraints, and schedule to create a customized blended learning program that will allow for as much flexibility as needed while delivering on the promise of superior results.

He or she will help answer any further questions you have and share with you in greater detail the process and it's potential within your organization.

MODELS ™
for Leadership

Contact Your Local Certified Partner

ACHIEVEMENT UNLIMITED

F. Michael Gidlewski
571 Crestview Drive
West Chester, PA 19382
610.793.6609