



# 3 Essential Skills:

*Join Us for...*

**The Leadership Mindset™ II - Advanced Programs for the Manager and Executive**

*Two-day Workshop*

**January 7-9, 2015  
Location TBD**

**Columbus, Ohio  
864-527-5917**



*Includes an 84-page workbook of practical, actionable exercises!*



**REGISTER TODAY!  
864-527-5917**

*“ We are so convinced of the value of the Leadership Mindset program that we made it a continuing education requirement—preparing our next generation leaders and owners. It has become a coveted honor to be invited to participate in this leadership program. ”*

**– Barry Koury,  
MOA ARCHITECTURE**

## 1 *Generating and Communicating a Shared Vision of the Future*

To lead strategically you need a clear picture of the future. An essential leadership skill is the ability to involve others in generating that vision, such that they feel a part of its creation and can sense where they fit into the company's future. This session allows participants to practice creating vision. Learn to:

- Define your role as a leader when creating and executing a vision statement
- Why vision is essential to successful organizations
- Understand the visionary personality
- Identify the stages of strategic planning where a vision statement is used
- Practice various methods of leading vision
- Develop a draft vision statement
- Engage others in the visioning process

## 2 *Communicating and Leading Change*

The pace of change is more rapid than ever before. In the face of uncertainty, leading change becomes a critical part of your skill set. In this program, participants build confidence by building skill in both leading and communicating the direction of change.

**Sandy Blaha**  
Performance Consulting  
*We Take You Further, Faster*





You will learn how to address angry customers, disgruntled employees or suppliers that are raising prices. Use profound and tested strategies to transform the discussion and persuade your audience. Learn to use a model that transforms the conversation. You will learn to:

- Define and articulate the need for change
- Demonstrate the ways in which future vision is essential to change
- Identify and lead ten steps for change
- Conduct a root cause analysis
- Conduct a force field analysis
- Persuade your audience
- Enroll others in your action plan

### 3

## ***The Behaviors that Engender Trust***

*The Speed of Trust* challenges the age-old assumption that trust is merely a soft, social virtue and instead demonstrates that trust is a hard-edged, economic driver—a learnable and measurable skill that makes organizations more profitable, people more promotable, and relationships more energizing. Trust is a powerful accelerator to performance and when trust goes up, speed also goes up while cost comes down. Participants will:

- Understand the 13 behaviors that engender trust
- Define their own organizational trust best practices and trust breakers
- Understand your own behavior
- Develop an action plan for improvement
- Learn leadership behaviors that improve organizational trust and increase your influence
- Lead accountability
  - | Improve your ability to clarify expectations
  - | Gain commitment and monitor follow through

## About Your Speaker



**Sandy Blaha** is a performance management, leadership development and succession-exit planning expert. As an author, presenter, trainer, facilitator and coach, Sandy builds organizational capacity with a focus on strategy, leadership development, talent assessment and execution discipline. She works with owners and senior executives nationwide to insure their companies' legacies.

Ms. Blaha is the author of *Passing the Torch: A Toolkit for Leadership Development and Transition*, *Stepping Stones: 5 Essential Steps for Transition Success*, *Exit Planning: The Leadership Succession Challenge* and *The Leadership Mindset™*.



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