

# HIGH IMPACT LEADERSHIP

## Course Overview

This course enables senior managers to build capacity and foster relationships at all levels in their organization. By becoming more flexible, practitioners will achieve high-impact outcomes to ensure their organization thrives amid constant change.

Practitioners will learn to inspire and lead others by understanding themselves, how they relate to the people they work with and the leadership challenges they face. This course will also challenge their conventional views and expand their leadership perspective, moving beyond solving technical problems to operating efficiently in complex, fast-paced environments.

This course will guide you to:

- Manage complexity
- Increase self-awareness
- Deepen trust and purpose
- Create greater engagement
- Decode leadership barriers
- Overcome change resistance
- Improve team performance
- Master dilemmas with integrity
- Influence and negotiate effectively

## Competencies for successful leaders

- 1** | **Lead strategically**  
We show you how with Innovation Mapping
- 2** | **Lead authentically**  
We refine your communication competence
- 3** | **Lead with integrity**  
We develop your complexity and change sense
- 4** | **Lead with impact**  
We teach strategic influencing across nine options

## Extended Course Outline

### Leadership Mastery

- Gain clarity about authentic leadership
- Develop your leadership landscape
- Foundations of transformational thinking
- Create your leadership story

### Innovating using visual tools

- Using Innovation Mapping to develop new strategies
- The power of motivating with pictures
- Visualizing coaching and mentoring (GROW)

### Trust equation

- How to build trust and respect
- The bank account of trust
- Leading a team based on trust
- Delegating in a trusting environment

### Paradox management

- Identifying and handling moral and other dilemmas
- Using the 4 quadrant paradox tool
- Strategic leadership in a complex global business world
- Influencing without perfect answers

### Communication with impact

- Feedback and reflection
- Communicate with confidence for success
- Communicating in complex & complicated situations
- Communicate authentically

### Experiential Discovery Activities

- Jump the chasm with your team
- Personality style discovered and applied
- Leading outside the box
- Your conflict style and conflict flexibility

## Assessments

- Leadership 360 Assessment
- Leadership Personality Assessment
- Influencing Strategies Team Assessment

**Course Duration: 2 days**

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## Leadership Journey

Leading employees, then teams, and then other managers is a challenging and stretching task. You have become a leader of leaders and now people look for you to come up with innovative strategies, motivation that inspires, and ideas that take them and the business to the next level.

This comprehensive leadership course will provide leaders the necessary tools and coaching support to help them:

- Master greater complexity
- Influence across the organization
- Build resiliency and create buy-ins
- Lead with strategic purpose and vision
- Identify their personal version of application

## Program Flow

### Preparation - Before the Course

- Receive invite with online assessments
- Review recommended readings and links

### Engagement - During the course

- Active participation in experiential learning
- Practice with fellow executives
- Develop network and apply tools and methods
- Review assessments (one coaching session)

### Implementation - After the course

- Implement action plan
- Follow-on coaching (three coaching sessions)

## Key Features

- Rigorous leadership training that blends group sessions with on-to-one coaching
- Research-based curriculum converted into experiential and empowering learning
- Role-playing, case studies and scenarios for maximum relevance and impact
- Assessments for quantifiable improvements applying best-in-class methodologies

## One-to-One Leadership Coaching

Executive Coaching as part of the High Impact Leadership. In order to extend and deepen the impact of the course experience, NYIM offers individual coaching (4 sessions) to help participants define their career vision and equipping them with the tools and knowledge they need to achieve success.

### As a participant in the High Impact Leadership, you will:

- Develop your personal leadership style and skills
- Practice transforming experiences into learning opportunities
- Build self-awareness, enabling personal and professional growth
- Improve your performance through positive and sustainable behavior changes

Conducted during the course and after participants return to their workplace, this highly personal program option complements the High Impact Leadership with advice, support and additional resources from the NYIM coach. One on site coaching session for each participant happens during the early mornings, lunch times or evenings. Post-program coaching (3 sessions) takes place within a four-month period as scheduled conference calls.