

# ACCELERATE YOUR LEADERS' LONG-TERM SUCCESS

Organizations are challenged to build the leadership skills of mid-level managers in a way that delivers consistent and progressive learning for multi-generational leaders. They are also tasked with implementing programs that can quickly show results.

Leadership Lab™ delivers a set of powerful tools for employees who lead direct reports, whether they need to operate effectively at a new management level or hone existing skills. Unlike broad-brush seminars, our application-based, highly interactive sessions, delivered over five successive weeks, encourage leaders to bring real-life challenges to class and to test their approaches with other participants. From the first day on, Leadership Lab will enhance and accelerate your organization's performance with more resilient and agile leaders.

## LEADERSHIP SKILLS FOR TODAY AND TOMORROW

The Leadership Lab content is organized around a five-day structure. Online sessions meet for eight half-day classes. Live sessions meet one day each week. Both formats allow participants to take lessons learned back to their organizations, use them in a real world setting, and receive tangible feedback.

### DAY 1: MAKING THE TRANSITION TO LEADERSHIP

- Building Leadership Credibility • Accelerating the Learning Cycle
- Integrating Your Experience • Results & Action Planning

### DAY 2: COMMUNICATING FOR RESULTS

- Communication Filters & Power Listening • Implications for Communicating
- Acknowledging & Questioning • Pre-meeting Planning • Communication Styles

### DAY 3: COACHING FOR PERFORMANCE

- Giving and Receiving Feedback • Establishing Expectations • Delegating • Maintaining Direction

### DAY 4: EFFECTIVE PROBLEM SOLVING

- Understanding Conflict • Approaches and Tools • Performance Problem Solving
- Acknowledging and Rewarding • Conflict Management Assessment

### DAY 5: LEADING CHANGE

- Why Changes Fail — A Framework for Change • Creating a Need for Change
- Developing an Inclusive Plan • Managing the Transition

## STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

**Elfego Gómez III**, principal in Gómez & Associates, specializes in the design and facilitation of initiatives to develop the next generation of leaders, supplant team discord with high performance, and synchronize organizational vision and direction. He delivers creative and audience engaging programs designed by Gómez & Associates drive measurable results, lasting impact, and spur continual learning.



His programs are highly interactive, using a range of approaches, including business simulations, action learning projects, and psychometric assessments. His work often focuses on such themes as leadership team alignment, organizational branding, fostering innovation, as well as managing change initiatives. He is an adjunct faculty member with Duke Corporate Education and the Center for Creative Leadership.

## SCHEDULE AND PRICING

Leadership Lab is available as an in-house or open-enrollment program. Open-enrollment sessions are held online, while in-house programs can be conducted virtually or on-site, following recommended COVID-19 safety precautions and configured to meet specific organizational objectives. The schedule for open-enrollment sessions is shown below.

### DATES & TIMES

ONLINE Winter: Jan. 20 & 21, 27 & 28, Feb. 3 & 4, 10 & 11, 2022, Thursday and Friday - half-day sessions 8:30-12:30

ONLINE Fall: Oct. 6 & 7, 13 & 14, 20 & 21, Nov. 3 & 4, 2022, Thursday and Friday - half-day sessions 8:30-12:30

### PRICING

6 or more	\$3,250
3 to 5	\$3,460
1 to 2	\$3,795



*Session dates, times and facilitators may change without prior notice.*

