

# DEVELOPMENT HIGH POTENTIAL LEADERS

## OBJECTIVE

(8 half day sessions)

High Potential Development training focuses on building the fundamental skills that all leaders need to be successful. This intense course is designed to develop and mold your leaders of tomorrow through a combination of interactive in-house customized training and coaching sessions, mentoring with cross functional executives and a group project. This approach is guaranteed to deliver a successful solution to your corporate succession plans.

### 1. DiSC Assessment Styles

- What it means to be a successful leader
- DiSC Assessment overview/DiSC Styles (video)
- Adapting and leading other styles

### 2. Listening & Questioning Skills

- Power of body language
- Listening techniques (activities)
- Questioning techniques (activities)

### 3. EQ & Appreciation

- Emotional Intelligence Test
- Your success depends on your EQ
- The 5 Languages of Appreciation

### 4. Coaching & Feedback

- Why don't employees reach their full potential?
- 6 Step method of feedback
- Holding employees accountable

### 5. Critical Thinking

- 4 Step method of critical thinking
- Problem solving and root cause analysis
- Mitigating risks

### 6. Time Management

- Prioritizing techniques
- Getting more done through delegation
- Color coding and blocking your time

### 7. Leading Change

- How each DiSC Style reacts to change
- 4 Levels of change
- Helping others through change

### 8. Team Building

- The 5 dysfunctions of a team
- Key techniques of building highly functional teams
- Half-day simulation

#### Additional Topics:

- Financials 101
- Effective communication and email writing
- Project management fundamentals
- Presentation skills

