



## Leading and Managing for Results

Taking your skills to the next level

### Overview

Outstanding results come when you can skillfully and effectively combine your leadership and your management skills. At the basic level, leadership is the art of motivating a group of people to act towards achieving a common goal while management is concerned with planning, organizing, directing and controlling the steps to get there. Both are mutually interdependent in the achievement of results. The secret to achieving “WOW” results is to consciously and strategically marry the two seamlessly into a winning strategy to get there.

This course will help you take stock of your strengths and areas for improvement in both the practice of leadership and of management. Throughout this largely experiential program, you will learn new ways to communicate, solve problems and make decisions. Your visioning and critical thinking skills will be put the test as well as your capacity to inspire, to delegate, to manage time and to lead change. Tools and best practices will be shared.

### Audience

Experienced Managers, Supervisors and Team Leaders

**Duration** 2 Days

**Price** \$995.00

### Topics

- A self-assessment of your strengths and your communications and decision-making style
- How to truly master the dynamics of leadership and management
- The importance of T.E.A.M. - Together Everyone Achieves More
- Visioning, strategic thinking and effective planning
- Shaping and aligning organizational culture to focus on results
- Leading and managing change
- Practicing behavioural flexibility: “Giving them different ‘looks’”
- Active listening and coaching for commitment
- Effective feedback and performance management
- Mastering the art of delegation
- Managing your most important resource: Time
- Creativity, innovation and risk management (not risk aversion)
- The keys to employee engagement



## Your Facilitators



### **Richard Rochefort**

*Coach / Strategist / Speaker / Facilitator*

Richard Rochefort is an expert in management, leadership and learning in the public sector. He is perfectly bilingual. He is a certified executive coach, excellent facilitator and outstanding public speaker. He is also certified in various psychometric assessments in support of his coaching practice. He has extensive experience in Canada and abroad facilitating strategic planning sessions, executive retreats, management forums and staff general assemblies. Through storytelling, practical examples and interactive exercises, he delivers dynamic workshops, learning sessions and keynote addresses on various topics such as leadership, teamwork, workplace wellness, service excellence and organizational culture change.