Emerging from the study with the support of many successful organizations is ‘Leading From Within™’, a program that addresses leadership from three vantage points: the executive-level, the mid-level manager and the individual contributor or team leader. Each vantage point calls for competencies in the following leadership areas:

**The Leader Within**
- **Leader-Styles**
  - Understanding self and others
- **Follower-ship and Motivation**
  - Engaging Drive and Commitment

**The Group**
- **Communication**
  - Seeking Common Understanding
  - **Operational Leadership**
    - Managing Group Commitment
  - **Organizational Behavior**
    - Competencies and Cohesiveness

**The Organization**
- **Effecting Change**
  - Re-directing and influencing
- **Strategic Leadership**
  - Broadening perspective thinking
- **Managing Performance**
  - Measures and accountability

Each of these perspectives is critical to the organization as a whole. All three perspectives are important … neither one can be examined without consideration of the other two … much like a three-legged stool that would fall. Leadership within the organization is critical to sustaining success. That is why the program starts with a common commitment to the culture you want to create. Culture counts in high performing organizations, as defined by consistency of practices, behaviors, systems and norms.

*Imagine a Leadership Development Program that …*

- Assists managers and supervisors with aligning strategic goals with measurable department and employee goals
- Enhances communication skills of feedback, conflict resolution, interviewing, coaching, and teamwork
- Builds analytical skills of problem analysis and decision making
- Develops a systems-thinking approach to performance management and HR Law
- Assesses leadership style and behavioral strengths of participants
- Clarifies for leaders, their underlying values that define their character and engenders trust

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