

## MODELS FOR MANAGEMENT

### Does a Validated Model for Effective Leadership Exist?

One learns how to lead by modeling the behaviors of other leaders, managers, and people they have come in contact with during their life experience and professional career. Unfortunately, this form of **Leadership Modeling** is highly ineffective and subjective as it can only be observed by one's own personal experience and limited exposure. Confusion concerning leadership has arisen by imperfect modeling and the proliferation of books and theories by so-called experts, which show no quantifiable evidence of validity.

Using a database of thousands of leaders across many industries, the "Achieving Manager Study" is based in solid science and shows definitively the common behavioral characteristics that the top achieving leaders employ to set them apart from their lesser achieving colleagues. These leaders were most highly valued by their respective companies and were promoted faster and given the most responsibility for managing their organization's assets and people.

The Achieving Manager Study proves:

***Leadership is not just dumb-luck; there is a model for effective leadership that exists and it can be modeled by others.***

Using a process of learning and self-discovery, *Models for Management* teaches the behavioral characteristics of High Achieving Leaders, identifies the gaps that currently exist in one's leadership style, explains the consequences of those behaviors in the workplace, and gives participants a new **benchmark for leadership** to model.

#### **Models for Management: Modules 1 - 6 >>>**

By effectively combining the best of our validated surveys, videos, and group exercises, we have designed a leadership development experience whereby participants participate in a leadership modeling process.

***Development is a process, not an event.*** Unlike seminars which concern themselves with only a single behavioral theory or model - one piece of the management jigsaw puzzle - the Models program presents an integrated synthesis of validated behavioral models that address managerial and organizational productivity. This unique process of synthesizing makes it possible for participants to understand how certain practices reinforce others - managerial philosophy, access management, communications, motivation, power dynamics, teambuilding, and decision making. These main puzzle pieces interlock to form a whole. Models is a 6 module progressive system based on the individual behavioral characteristics of achieving leaders. Modules include:

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#### Training Professionals & Participants Agree...

"Most effective seminar in 18 years"- Geoff Latham, Manager, Kroger

"Gives me the action steps I need to be the type of manager I want to be"- Glenda Jordan, Auditing Methods Manager, BellSouth Corporation

"Fun and enlightening. Enjoyed personal insight while evaluating a program that will benefit my company"- Beth Jacobson, Training Representative, Toyota Motor Sales

"I'm recommending it to my boss and his boss, and his boss's boss."- Robert Reyes, Human Resources Manager Crown Cork & Seal

"I have never seen a better data-based program" - Ken Wells, Training Coordinator UST Corporation

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#### **Module 1 - Management Values >>>**

*Discover how we expand our effectiveness as managers and leaders.*

- Beliefs about people drive our behavior and thus become self-fulfilling prophecies.
- Learn how McGregor's classic "Theory X - Theory Y" and Brunswik's "Lens" demonstrate this.
- Guided interactions in Models reveal with startling clarity how values work for or against you as a manager and leader.

#### **Module 2 - Employee Involvement >>>**

*Discover how we "turn on" employees' willingness to work and participate.*

- Do our management practices expand employee involvement?
- Discover practices that cause employees to want to get involved in meaningful, productive ways, improving quality and performance.
- Key focus: "managerial gate-keeping" and "access management"

#### **Module 3 - Communication >>>**

*Discover how the way we communicate energizes the work climate.*

- Models reveals how the dynamics of interpersonal communications make the work climate more productive.
- Analyze your personal communication practices and rediscover their impact.
- The Luft-Ingam model (Johari Window) gives you a proven framework for understanding and applying these experiences.

#### **Module 4 - Work Motivation >>>**

*Discover how to boost performance by harnessing the motivation powerhouse.*

- Diagnose motivational symptoms in your organization.
- Articulate what you believe about the motivations driving your employees.
- Compare with what your employees themselves say motivates them.
- Reconcile beliefs with reality.
- Learn to align your management practices with the "real motivators."

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#### **Module 5 - Empowerment >>>**

*Discover how the way we use power can help organizational performance.*

- Explore how you feel about power, and your use of personal power as a manager and leader.
- Learn how these issues thrust deep into your organization - into your employees' commitment into their work mission.

#### **Module 6 - Group Decision Making / Team Building >>>**

*Discover how to transform low-performing groups into triumphant winners.*

- Explore the pitfalls common to groups that perform poorly.
- Learn a failsafe way to transform the dynamics of these or any groups.
- Experience firsthand the impact of these dynamics and how you contribute to them.
- Practice applying an in-depth blueprint for success - the "Four C's" of creative group problem solving.

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