

Change Leadership In Action


Management Team Workshop



Fortune's comprehensive change leadership program builds practical, core skills that develop the ability of managers to engage people, facilitate change and grow productivity.













"Our managers and crew leaders have a greater understanding of the need to deliver on agreed actions and outcomes. They have also been able to utilise the powerful leadership and management tools within the process to coach and counsel their staff on the job."  **Kimberly-Clark**
Australia

"Fortune's process has already enabled the senior management team to get a clear focus on our business development priorities and action plans. Your creative approach to helping us develop our approach and objectives has made it relatively easier to take it to the rest of the company." 

"Our managers have successfully delegated responsibility rather than just tasks. And when difficult times have emerged, we have known how to lead our people and maintain a degree of consistency." Mike Morgan, General Manager Containers Packaging 

Our highly interactive workshop process and multimedia learning tools **build proven problem solving, communication and change leadership skills**

Develop practical change leadership skills, including how to:

-  anticipate, accept and adapt to change
-  guide execution of strategic change management
-  create employee engagement and eliminate distrust
-  be a booster, not a filter, of key corporate messages
-  restructure jobs effectively to build employee value
-  clearly communicate responsibilities and expectations
-  measure performance and set quality standards
-  develop and coach direct reports, and induct new hires
-  positively manage poor performance
-  sell and facilitate change that people can embrace
-  help people adapt to new roles and systems
-  build belief in the organisation and what it stands for

LEAD
SELL
CHANGE
GROW





The management team complete a pre-workshop assessment which provides a foundation, and a highly practical context, to the workshop program.



We conduct customised workshops for management teams which include:

Introduction and Overview

- Pre-workshop assessment
- Critical change leadership issues

Today's Challenge: Leadership

- Prerequisites for organisational success
- Management vs leadership responsibilities
- Attaining predetermined objectives
- Leadership is a skill; managing change
- Creating voluntary engagement
- Eliminating distrust to build productivity

Why We Fail To Lead Part 1

- Negative impact of management errors
- How to boost, not filter, key 'messages'
- Accepting personal accountability
- Developing strong people and teams
- Management time pressures
- Eliminating the we/they syndrome
- Using problems to attain objectives

Why We Fail to Lead Part 2

- Being the leader, not a best friend
- Measurement and standards that build pride
- Training to build competence and confidence
- Providing recognition to people at every level
- Understanding what motivates people
- Eliminating employee adoption

Structuring for High Level Performance

- Why people fail to perform effectively
- Restructuring jobs to build employee value
- Responsibilities, tasks and sharing expectations
- Effectively measuring performance
- Setting minimum standards of quality

Request A Proposal

Tailored To You Tailored To You Customised for your success

Training and Coaching for Results

- Change means train; especially 'experienced' people
- Ensuring people know how to do the job
- Training should build confidence
- Proven three step models to train and coach
- Enhancing one-on-one coaching skills
- Changing behavior is a process
- Consequences must be in balance

Confronting Incompetence and Redirecting Behaviour

- Leaders do not condone incompetence
- Rules for effective confrontation
- How to confront effectively and quickly
- How to solve the problem
- Techniques to redirect negative behavior
- Effectively reinforcing desired behavior
- Leadership self assessment checklist

How to Effectively Facilitate Change

- Some people resist, some embrace change
- Change involves pain; benefits must outweigh pain
- Change is always preceded by dissatisfaction
- Mindsets of people when involved in change
- Basic human motivations that drive or hinder change
- Why people must understand the purpose
- How to sell and facilitate change

Belief: The Foundation of Success

- Difference between success and failure
- Behavior change comes from thinking
- How to elevate a person's thinking
- Understanding self esteem is critical
- Dealing with 'where is the value to me'
- Approaches to growing performance
- Leaders build people's belief

Team and Personal Action Strategies

Client management teams also implement Fortune's ['Change Leadership In Action' multimedia training system](#) in combination with the workshop.



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