Tomorrow’s most successful companies will adapt to change by encouraging leadership in everyone. The new global marketplace requires quality, innovation, speed, and enhanced services. Responsive organizations with individuals taking a leadership role in improving processes, collaborating on products, and adapting to ever-changing markets will survive and prosper.

Yet many people expect all leadership to come from above. Rather than taking initiative and working collaboratively to solve problems, they wait for management to provide detailed direction. Managers today know that employee participation in management decisions is crucial. The concerted and enthusiastic efforts of everyone will give organizations the edge they need in the new millennium.

Leadership Is Everyone’s Business™

Leadership Is Everyone’s Business™ is an intensive one- or two-day program that prepares organizations for developing the leadership skills of all employees. This interactive program combines mini-lectures, case studies, individual and team exercises, and outdoor experiential learning activities.

The Kouzes Posner Research

Our workshop content is based on the award-winning book The Leadership Challenge by Jim Kouzes and Barry Posner and tompeters! company’s The Leadership Challenge™ workshop. Kouzes and Posner studied exemplary leaders for over 15 years and identified Five Leadership Practices that are used consistently:

- Challenging the Process
- Inspiring a Shared Vision
- Enabling Others to Act
- Modeling the Way
- Encouraging the Heart

Participants in Leadership Is Everyone’s Business™ discover how they have demonstrated leadership in the past to meet business and personal challenges and they gain the confidence and skills needed to increase their leadership effectiveness on the job presently and in the future.

“The Leadership is Everyone’s Business™ workshop will change your world, both personally and professionally. Applying the workshop principles not only affects the organization’s bottom line but also positively impacts the way we do business with each other. One manager used ‘Encouraging the Heart’ practices with his sales team to attain a first-ever over-achievement of the year’s sales goals. This workshop helped us develop a healthy approach to working together and supports our important business objectives.

Lisa Roth, Sales Program Manager
Sun Microsystems
ORGANIZATIONAL BENEFITS

› Improved teamwork, morale, trust, and communication.
› Increased employee willingness to take risks, show initiative, and participate in the goal-setting for the organization.
› Improved understanding of the meaning and value of leadership.
› Increased commitment to the organization.

INDIVIDUAL BENEFITS

› Recognize how leadership has empowered them to succeed in challenging situations.
› Identify their leadership strengths and areas needing improvement through our leadership assessment tool, the Leadership Practices Inventory-Self, designed for individual contributors.
› Explore opportunities for improvement within their teams.
› Understand their unique value to the team.
› Realize and appreciate the value of peer-recognition.

WHO SHOULD ATTEND

Designed for front-line supervisors and their teams, our program provides valuable opportunities for teams from different levels to work together to develop commitment to the organization’s mission, values and leadership culture.

TRAIN-the-TRAINER

Leadership Is Everyone’s Business™ can be led by tompeters! company facilitators or by your own trainers, managers, or supervisors. We designed a certification process to make client facilitation user-friendly and affordable. Train-the-Trainer from tompeters! company features:
› Facilitator’s Guidebook, for easy preparation and delivery.
› Presentation slides and video case studies.
› A support network for certified trainers.

“If we expect people to show initiative in meeting today’s serious business challenges, then we must support their efforts to find solutions to those challenges. In short, we must develop the leader in everyone.”

Jim Kouzes
co-author of The Leadership Challenge

FOR ADDITIONAL INFORMATION ON OUR COMPREHENSIVE OFFERINGS, VISIT OUR WEBSITE WWW.TOMPETERS.COM OR CALL 1.888.221.8685.

JOIN "THE WORK MATTERS!™" MOVEMENT.