V.I.P. Leadership

Value-Enhancer, Improvement-Specialist, People-Developer "Lead for Peak Performance"

This interactive session builds upon the experience of participants as professionals or managers and establishes a firm foundation from which participants can continue to advance their own development. Through discussions, self-assessment and group work, participants answer key questions such as: "Why do people do what they do?", "How do I adapt my style to match the situation?", and "How do I increase the performance of individuals and groups?" Recognizing that the behaviour of leader sets the tone for those that he/she is leading, this workshop provides participants with the skills and knowledge required to "lead for peak performance".

The purpose of this session is to assist participants in understanding that their primary job in any organization is to create value; create value for stakeholders, employees and especially those who are served by the enterprise. This session will help you analyze your current strengths and weaknesses as a leader, and identify the most appropriate leadership style to get more results through your everyday efforts.

Learning Objectives

- To recognize the difference between leadership and management
- To identify the 3 key responsibilities of every manager/leader: V.I.P (Value-enhancer, Independent-thinker, People- developer)
- To identify the two key processes used to build trust & rapport
- To reflect upon and appreciate the various Leadership "Types" which exist
- To analyze one's own use of Leadership styles through self-assessment
- To explore the importance of matching leadership style with follower efficacy
- To recognize the elements of effective communication
- To appreciate the interplay between culture and your leadership styles and how this influences that path of your organization and its people
- To commit to developing an action plan for improvement

Instructor Sid Ridgley, CSP

Sid Ridgley, is an enterprise development professional and advisor who provides insights, guidance and practical tips & hints to leaders in their pursuit of creating operationally effective ideal places to work and to do business with. With multi-year experience and an extensive range of clients, he has developed a strong reputation for being both a strategist and pragmatist as it relates to customer satisfaction, sales, people development & engagement, culture transformation, leadership development and in leading change in organizations. He gets paid for, and earns his clients' loyalty by, simplifying the complexities of people and organization development.

He has earned his management and speaking expertise through

- Executive management responsibilities in retail and software development fields in both line and human resources assignments
- 20+ years developing executives, managers and supervisors in custom tailored workshops

- 25+ years consulting with companies in many industries in many countries to assist their leaders in creating improved organizations.Linguistic Programming General Practitioner and a certified Emotional Intelligence (individual and team) Consultant.
- Clients have come to expect both a clear plan and surprising flexibility, enhanced by a professional, approachable, and friendly style. Clients also expect a partnership for success, where they walk away from the project empowered and independently better equipped.

Learn More

For more information, please contact Lynn Petruzzella at petruzl@mcmaster.ca or by telephone at 905-525-9140 Ext. 20509.