



Imagine This

Everyone in your organization:

- ❖ Has a shared vision that is aligned with the overall vision of the organization.
- ❖ Takes responsibility for optimally aligning their part of the organization with the organization as a whole.
- ❖ Gets done what needs to be done, when it needs to be done and understands why it needs to be done.

This keynote and workshop help organizations make this pipe dream a reality. Once an organization understands how and why people become strongly engaged (in something much bigger than themselves) they are able to make the organizational changes needed to bring out the leader in everyone in the organization.

Keynote

Are Leaders 'born', 'created by circumstances' or 'self made'? This keynote shows how all three aspects (born, created and self made) are important in securing a solid foundation and building a person's leadership qualities. It clarifies the dilemma many people have about how to understand what Management and Leadership really mean. Underlying this keynote is the notion that management and leadership exist on a continuum – personal characteristics, environmental conditions and the characteristics of the other people in the group all determine how successful a leader will be.

This keynote gives the listeners a deep understanding of how they can individually and collectively recognize and bring out their natural management and leadership qualities while also determining and then developing their less robust qualities.

Workshop

There are three factors essential to being a successful leader: Who you are, What the environment/circumstances are like, What the others around you are like.

In this workshop we:

- ❖ Begin by looking at the current understanding of leadership – the various leadership theories and conditions in which the theories apply.
- ❖ Look at what motivates people to perform and what kills motivation – including the psychological effects known as Pygmalion and Galatea.
- ❖ Consider in detail the interplay of the three main factors – Who you are, What the environment/circumstances are like, What the others in the group are like.
- ❖ Discuss the risks associated with being unconsciously competent and learn how to become consciously competent.
- ❖ Determine where each participant is on the Management – Leadership continuum, where each participant would like to be and put plans in place for how to achieve the shift.
- ❖ Apply the three main factors to real world situations derived from the group's experiences in order to gain deep real world insights and be ready to apply them immediately to the needs of the organization.

Everyone can be a leader in their own part of the organization. 'The Leader In Me' workshop shows how you can start transforming your organization into one that enables everyone to become a leader – aligned to the organizations Vision and effectively contributing to the best of their abilities.

Leadership is ultimately about creating a way for people to contribute to making something Extraordinary happen!

- Alan Keith