



*improving performance through Positive Change®*

## ***Improving Performance through Leadership Excellence®***

***Presented by Jeremy S. Lurey, Ph.D.***

*An interactive learning program that delivers the tools and skills you need to become an effective leader and inspire improved employee performance across your organization.*

### **Course Overview**

Leaders have a tremendous impact on organizational climate and performance. The behaviors they personally demonstrate – as well as those they implicitly and explicitly endorse – set the tone for employee behavior throughout the organization. Recent studies have even found that employees often leave organizations because of poor organizational leadership. Today's leaders, then, must develop new skills to serve as positive role models and provide strategic direction to employees if they hope to achieve exceptional performance and ensure the success of their organizations.

This interactive learning program helps you explore the key drivers for organizational performance and develop the critical skills you need to engage employees in managing today's business challenges. The *Leadership Excellence<sup>SM</sup>* program is based on leading research as well as years of experience helping senior leaders build superior talent within their organizations. The program focuses on basic principles for being an effective leader to help you coach employees for increased performance and achieve extraordinary outcomes.

### **Program Objectives**

In this program, participants will learn about fundamental leadership skills as well as best practices for inspiring improved employee performance. By the end of the program, participants will achieve the following objectives:

- Review a model for understanding organizational performance and today's new requirements for business leaders
- Learn advanced techniques for setting performance goals for yourself and your direct reports and aligning individual job functions with organizational objectives
- Discuss effective strategies for giving feedback and coaching employees for enhanced performance
- Recognize the affect different leadership styles have on employees and learn how to apply a multi-dimensional management approach to different situations as needed
- Review several approaches for communicating more effectively with employees and handling difficult situations with anyone who may be resistant to change
- Practice using specific tools for facilitating more effective and productive meetings and holding others accountable for their work
- Review key strategies and approaches for planning for action to ensure project success and produce high-quality results

To enhance the learning experience, participants may also complete a variety of individual assessments, including the DiSC Classic Profile as well as a 360-degree/multi-rater Leadership Excellence Survey to receive personalized feedback about their key leadership strengths and potential opportunities for improvement as individual leaders.



## Who Should Attend

The *Leadership Excellence<sup>sm</sup>* program is designed to meet the needs of all audiences. Depending on your individual and organizational learning needs, the program can be offered to a mixed group of leaders or any one of the following leadership groups:

- Any new supervisors who are making the transition from being contributing team members to actually leading others
- Experienced managers who want to inspire improved performance from their project team members and direct reports
- Senior leaders who are seeking creative ideas for addressing and overcoming specific performance issues in order to achieve the next level of organizational success

## About the Facilitator

Dr. Jeremy S. Lurey is the Chief Executive Officer of Plus Delta Consulting, LLC. Dr. Lurey specializes in leadership and organization development and partners with his clients to assess their current operations and implement targeted solutions that improve performance and enable them to achieve their strategic objectives. He has particular expertise in strategic planning, executive and management development, change management, business process improvement, and team effectiveness. With more than 15 years experience as a management consultant, he has supported clients ranging from small start-up organizations to multi-national corporations, including several non-profit and government agencies.

Dr. Lurey holds MS and PhD degrees in Organizational Psychology from the California School of Professional Psychology. He is also certified by The Belgard Group as a Master Instructor of their *Leader Skills*® and *Team Tools*® training programs as well as SAP in their Accelerated SAP implementation methodology. In addition to his role as a consultant, Dr. Lurey serves as an Adjunct Faculty member at Pepperdine University and has authored several publications, including a book chapter, on organization development, change management, leadership excellence, and virtual team effectiveness. Dr. Lurey is recognized for being a skilled executive coach as well as a thought leader in leadership excellence and is frequently invited to speak to professional groups at international conferences and symposiums.

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