



# Leveraging Your Leadership Contribution

## St. Louis February 22-23, 2011

### Hosted by Sigma-Aldrich

Next Phase Leadership LLC specializes in transitioning great technical specialists into managers and leaders. Our research demonstrates that this transition is not a simple matter, nor the result of training or trust. Indeed, the hardest thing about making this business-critical but difficult transition is not learning how to think, feel, and act like a manager—it's *unlearning* and escaping the identity, focus and decades reinforced ego of being the “expert.” If your managers or leaders are unable to understand the counterintuitive process of making this transition to higher contribution, they will inadvertently create a multitude of business problems that hurt profitability, morale and growth. This 1.5 day workshop is the foundational beginning to understanding the research, processes and activities that promote that exponentially valuable transition.

#### **Who Should Attend:**

This workshop is for those that manage any size group. Whether you are a senior manager with over twenty years of management experience or a newly promoted manager, you will take away the tools to enhance your own career and those that you manage.

#### **Format:**

A 1.5 day, interactive, instructor led learning experience.

#### **Learnings/Benefits**

- Understand the Phases of Contribution and Performance.
- Learn how to identify your what Phase of Contribution you are currently in.
- Create a “transition plan” to Leverage Your Leadership Contribution.
- Learn how to maximize the Contribution of your employees.
- Develop an understanding on how to combine your strengths with others to ensure greater productivity.
- How to assess and enhance your coaching abilities.
- Create an environment where individuals welcome constructive feedback
- Strengthen the confidence and commitment of your direct reports, increase business results to achieve greater results



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#### **What Participants are Saying About This Workshop**

*“Practical applications provided the groundwork for moving to Phase 3 contributions. Good program! I will implement many into my daily interactions with my team.”*

*“This was a very good workshop. There is no “but”! Great workshop. Thank you!”*

*“I learned about the need for effective feedback and how to initiate and deliver that feedback.”*

*“Enjoyed balance between course material, activities, and role playing.”*

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#### **Workshop Information**

**\$469.00 Per Person** Price Includes: Lunch, Participant Manual, *Where's the Gift: Using Feedback to Work Smarter, Learn Faster and Avoid Disaster* by Nigel Bristow, Wallet Reinforcement Cards, Exclusive access to a online follow-up webinars (60/180 days post workshop) This 1.5 day workshop will be facilitated by Brett Savage PhD. Brett has over twenty years of expertise of helping professionals successfully navigate the transition into higher contributing management and leadership roles.

**Register online at [www.nextphaseleadership.com/public-events](http://www.nextphaseleadership.com/public-events) or call 801-850-6897**