# Day Of Self-Awareness

A day-long investment in the personal development of individuals and teams that moves them from blind spots to action to realize the possibilities of being more effective leaders.

Behaviors of Effective Leaders

- Self-assessment of leadership blind spots based on Lee Eisenstaedt's book, *Leading With Courage®* (completed prior to program)
- "Draw Me A Leader" group exercise
- Review of the nine behaviors of effective leaders
- Review of the Group's results on the self-assessment
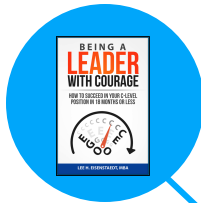
Emotional Intelligence

- Best Boss / Worst Boss exercise
- Review Genos EI leadership model
- Group debrief on interpreting and using the results of their EI leadership self- assessment (taken in advance of program)

Everything DiSC

- Review DiSC model
- Interpreting and using results of Everything DiSC assessment taken in advance of program
- People reading
- Comparison reports

Delegation & Decision Making Skills

- Self-assessment of delegation skills
- Three tools that increase confidence in delegating tasks
- One tool for making better decisions
- "Are You A Micromanager?" self-assessment

Listening Skills

- Review of characteristics of effective communications
- Listening skills self-assessment
- Six questions for building trust and fostering alignment
- Active listening group exercise
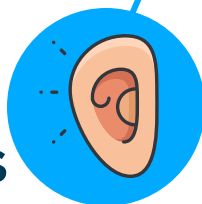
Personal Action Plans

- Each attendee begins to develop a Personal Action Plan with 2-4 objectives
- What will they stop, start, and continue doing coming out of today's session?
- What benefits will they realize?
- When will they begin and what does success look like?

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Get More From Your Training Investment

Track the impact your investment is making on your organization by measuring employee engagement with Engagement Multiplier.

View a short video on Engagement Multiplier

- Quarterly on-line surveys of all employees that take 10 minutes to complete on any device.
- Discover where the Workshop is making a difference, where it isn't, and the reasons behind both observations.
- A common first step is developing an Engaged Purpose statement, which we can help you with.
- When combined with the day-long program, the fee for the first assessment to establish engagement "benchmarks" will be waived.

Reinforce and expand on the insights discovered during the Workshop by offering 45-minute webinars for all the attendees starting four weeks after the conducting the first session. Examples include:

- Asking each person to update the Group on the progress being made on their Personal Development Plans -- successes, challenges, etc.
- Two webinars on "building a high-performing team." These would include five tools for evaluating team members, a self-assessment on micromanagement, and tips for managing up.

Maintain the momentum by offering a select group of high-potentials a six-month series of small group or one-on-one coaching sessions.

- Each participant completes an Everything DiSC 363 Work of Leaders Assessment
- Each person establish specific goals and objectives at the start of the sessions.
- There would be three 90-minute, face-to-face sessions each quarter.
- There would also be three virtual 45-minute sessions each quarter to check on progress made since the 90-minute sessions.

Commit to offering additional programs on-site that focus on a specific topic / need. Among the facilitated workshops we can provide are:

- Further improve self- awareness with Everything DiSC's Productive Conflict workshop. It's designed to help learners curb destructive behaviors so that conflict can become more productive, ultimately improving workplace results and relationships.

- The Five Behaviors of a Cohesive Team workshop is designed for intact teams and is based on the model developed by Patrick Lencioni in his book, The Five Dysfunctions of a Team. It's also powered by Everthing DiSC.   Lencioni's model outlines the five behaviors that are essential to a healthy, well-functioning team: building trust, mastering conflict, achieving commitment, embracing accountability, and focusing on results.