

4 Roles of Leadership®

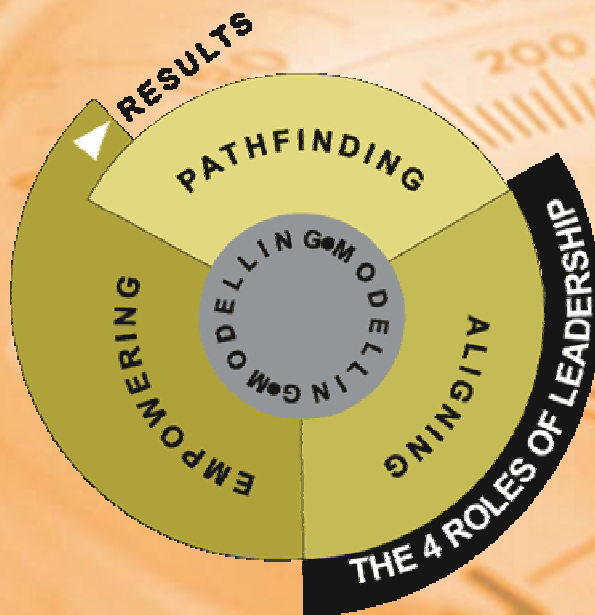
The **4 ROLES OF LEADERSHIP®** workshop helps managers identify and develop the four critical abilities of true leaders-**PATHFINDING, ALIGNING, EMPOWERING, AND MODELING**- to navigate turbulence, deliver results, and create the future.

Participants discover how to implement these roles practically without taking their eye off day-to-day management needs.

The training is a key component of the FranklinCovey Synergy Solution, which helps leaders and employees achieve superb results by pulling together at the highest levels of effectiveness and teamwork.

THE SMOOTH CURRENT OF BUSINESS IS HISTORY.

Today, turbulence reigns in what Stephen R. Covey terms the “permanent white water world”. Good management skills are still important for day-to-day, but navigating white water successfully must begin with effective leadership. The 4 Roles of Leadership™ delivers the tools, processes and context to lead successfully, even in times of turbulent change.



TRAINING MODEL

Taking an organisational level approach, this intensive, three-day workshop for leaders at all levels who want significantly to improve their strategic thinking, long-term vision and positive influence on others. It guides you to understand the change, choices and principles that affect your decisions and equip you with real tools. These tools give you common sense applications you can use in your teams to effect measurable results.

Workshop Features

Managers typically manage in the system and focus on doing things right. Leaders, however, work on the system and focus on doing the right things. Leadership makes managing more effective. The following principles taught in this two-day workshop will enable you to lead effectively and achieve meaningful and lasting results:

- **PATHFINDING:** Creating the Blueprint—Helps you begin to explore your mission, values, vision, strategy, and stakeholders' needs.
- **ALIGNING:** Creating a Technically Elegant System of Work -Organizations are aligned to get the results they get. As a leader, you must work to change your systems, processes, and structure to align them with the desired results identified through pathfinding.

Learning and Performance Solution

- **EMPOWERING:** Releasing the Talent, Energy, and Contribution of People—Learn to create the conditions that foster and release the creativity, ability, and potential that exist in people. In turn, they'll be better able to function in the aligned organization and follow the path you've helped to create.
- **MODELING:** Building Trust with Others— Learn not just what a leader does, but who a leader is. You'll be able to answer the following :
 - Who would follow me?
 - Do I take responsibility?
 - Do I “walk my talk?”
 - Am I trustworthy?

Built-In Impact Measurement

The 4 Roles of Leadership training has measurement built in. With the FranklinCovey Impact Analysis System included as an option in each client-sponsored workshop (not applicable in public, open-enrollment workshops), your organization receives a report on five levels of impact the workshop has over time :

- 1) **Reaction**—How did participants respond?
- 2) **Learning**—What did participants learn?
- 3) **Application**—Did participants change their behavior and apply their learning on the job?
- 4) **Organization**—Did the organization change as a result of The 4 Roles workshop?
- 5) **Return on Investment**—How has the training justified itself financially? The Impact Analysis System builds relevant, compelling, and credible measures that connect to key organizational objectives.

Core competencies derived from The 4 Roles of Leadership workshop can be mapped to performance statements as outlined below:

Core Competencies	PERFORMANCE STATEMENT -Participants will be able to :
Pathfinding: Creating the Blueprint	<ul style="list-style-type: none"> • Understand stakeholder needs (global trends, customer requirements). • Develop and articulate vision and purpose. • Sharpen strategic focus on key priorities.
Aligning: Creating a Technically Elegant System of Work	<ul style="list-style-type: none"> • Translate key priorities into practical action. • Align systems and processes to achieve key priorities. • Focus the organization on outcomes.
Empowering: Releasing the Talent, Energy, and Contribution of People	<ul style="list-style-type: none"> • Foster commitment to key priorities. • Celebrate and leverage diversity. • Build effective teams. • Manage performance in a Win-Win mode.
Modeling: Building Trust with Others— The Heart of Effective Leadership	<ul style="list-style-type: none"> • Build relationships of trust. • Model ethical behavior and personal integrity. • Provide rich, productive input and feedback.

4 Roles of Leadership

Delhi	Mumbai	Bangalore
16, 17 Sept	24, 25 Aug	15, 16 Sept
22, 23 Dec	21, 22 Oct	18, 19 Nov

Participant kit will include :

- Leather Bound Participant manual
- 2. Complete FC starter kit
- 3. Personal 7 Habits pocket card
- 4. Supplementary notes
- 5. Pre - Profiling (360) - 1 (permits feedback from 9 people)
- 6. Programme T-shirt - 1
- 7. 1 audio CD by Dr. Covey on the program
- 8. Certificate of participation (signed by Dr. Stephen Covey & the Master Trainers)
- 9. 20% discount coupons on FC books, planners & CDs

Please do get in touch in case you need any other information

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