

leadership style & managerial effectiveness

2011



“Getting the organization’s work done through people” sounds easy, but it’s a very dynamic and complex proposition. At its core is what you as a leader “do” — how effective you are at “what you do” — adding to that the actual team you have in place, the actual organization you’re in, and the current stage of your company.

The Frank Lee Associate (FLA) Leadership Style & Managerial Effectiveness (LSME) program is an intensive, three-and-a-half day seminar for middle- and upper-level managers. It examines what needs to be done on the part of the leader and how to do it better — in terms of task accomplishment and communications building as well as “capacity building” for the future.

Learn:

- How to get the organization’s work done, literally, through people
- What your people expect of you and what you can expect of them
- The importance of personal mastery and emotional intelligence in the leadership of others
- What truly motivates you and what truly motivates your people
- Your current impact on your team, how to improve it, as well as own your impact
- How to “style switch” to better meet your staff’s needs while still get what you need done
- How to conduct effective meetings
- How to build self-managed, high-performing teams
- How to constantly update your “leadership covenant” with your colleagues

Walk away with goals and an Action Plan that:

- Have been tested with organizational peers and the program’s leaders
- Develop your personality, personal mastery, and leadership style
- Have a high probability of success
- Get you and your team to the next level of personal and organizational success

Since 1981, over 5000 managers have attended our open-enrollment programs, rating us on average a “9.2” on a 10-point scale.

The seminar is but one part of a six-month learning process that builds personal mastery, effective leadership style, and high-performance teams. While at the seminar, participants learn-by-doing in teams of six to seven peers led by an FLA facilitator-coach. Each person has an opportunity to lead the team and to identify “learnings” that apply back at work. These insights, coupled with practical tools, 360 feedback, and peer coaching result in powerful action strategies that transfer directly back to the work environment.

After the seminar, participants receive follow-on teleconference coachings. Six to nine months later, they receive a follow-up administration of the 360 survey process that coincides with a one-on-one tele-coaching with their FLA facilitator-coach to review progress.

Optional team building as well as organization alignment consulting is available to LSME participants at preferred rates.

Frank Lee Associates’ facilitator-coaches each have, at minimum, 20 years of industry experience, most have human-resource management backgrounds and hold advanced degrees. They collectively have unparalleled experience in strategic planning, team building, organization alignment, culture transformation, cross cultural effectiveness, and executive coaching.



*“We are ‘toolmakers’
for leaders in the trenches.
Ask those who know.
Learn as you teach.
Work as you learn.
It takes all kinds.
It takes many ways.
Many kinds of ‘smarts.’
Look below the surface.
Commitment is behavioral.
When it’s done, it all
begins.”*

*— Frank Lee,
Master Facilitator-coach*



frank lee associates

DATES FOR 2011

mar 8 - 10 • Saratoga, CA 95070

june 14 - 16 - Saratoga, CA

sept 13 - 15 • Saratoga, CA

email: frank@franklee.com

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All programs run Tuesday thru Friday