

# Leadership style organization effectiveness



## Executives-only Program



The ultimate success or failure of a company has everything to do with the quality and effectiveness of top leadership. (*VCs bet half of their investment on the ability of company leadership to fulfill their technological and market promise.*)

Yet there have been few effective vehicles available to help executives build “organizational alignment,” company culture, the leadership team (*and bench*), and one’s own emotional intelligence and leadership style required for sustainable company performance.

Frank Lee Associates’ Leadership Style & Organization Effectiveness (LSOE) fills this void. Targeted at founders, CEOs, and senior officers reporting to the CEO, LSOE provides powerful diagnostic tools and skills for navigating the slippery slopes of building sustainable company performance — paying particular attention to the organization, its leadership, and its culture.

### Learn:

- To build a strong and diverse management team
- To build the mindset for “robust dialogues” and constructive confrontation of issues into the daily operating culture
- What levers to pull to adapt to the constantly changing environment and to new requirements
- How your personality affects your perceptions, biases, and leadership style
- How your personality affects your company culture and your company’s performance
- How leadership requirements predictably change over the life of the company
- How best to adapt your style to proactively form your company’s culture to fit the current needs and future direction of your organization



### Walk away with change initiatives that:

- Have been tested with organization peers and our experienced master facilitator-coaches
- Develop your personality, personal mastery, and leadership style
- Are based on your company’s evolution and future requirements
- Have a high probability of success
- Get you to the next level of personal and organizational success

LSOE is an integrated, skill-based, highly experiential executive program with a limited enrollment of no more than 12 senior executives. Included is our own time-tested 360° Survey Process, our Leadership Effectiveness Report (LER), as well as the innovative application of research and insights from John Kotter, Daniel Goleman, Jim Collins, and David Bossidy and Ram Charan.

*“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*

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