

Leading for Impact

Enabling leaders to drive bottom-line results through others.



The most effective way to improve a team’s work climate is to change the leader’s behavior.

Overview

Research shows that 30% of variance in bottom-line business metrics is attributable to the team’s work climate—and 70% of the variance in work climate is attributable to the leadership styles used by the team’s leader. The most effective way to improve a team’s work climate is therefore to change the leader’s behaviors so they are a better fit for what the team needs.

The *Leading for Impact* program helps participants better understand their role as a leader, explore why they prefer to lead the way they do, and learn how they can lead differently to achieve better results through their team.

By working together in this interactive session that includes peer coaching, group breakouts and exercises, leaders learn how to effectively lead others to perform within their own unique business context. Combined with feedback from two leadership effectiveness surveys, participants experience first-hand a powerful causal model that explains the styles they are using and the impact they are having on their team’s work climate. Participants can use this insight to create actionable development plans to transform themselves from a good leader to a great one.

Outcome

As a participant, you will...

- Gain a deeper understanding of your business context and what this means for you and those you lead.

At a glance:

Program summary:

- One-day instructor-led session giving participants insight into their leadership styles and the impact those styles have on their team.

Who should attend:

- Leaders of direct and indirect teams at all levels.

Program outcome:

- Participants better understand the impact their behavior has on performance and are more effective at creating a climate of success.

- Increase your self-awareness about the breadth of leadership styles you are currently using.
- Understand the impact you are having on your team’s work climate, and how it is helping or hindering their ability to perform.
- Identify actions you can take to flex your leadership behaviors and improve your team’s climate and performance.

Session details

Program outline:

- Welcome and overview
- Leadership Effectiveness Framework: The business case for leadership
- Your role as a leader
- Who you are: Leadership Lifeline
- Leadership exercise: Tower Building
- Leadership Styles concepts and survey feedback
- Organizational Climate concepts and survey feedback
- Integration exercise: Impact of Styles on Climate
- Making a change: Development and action planning

Leadership effectiveness surveys

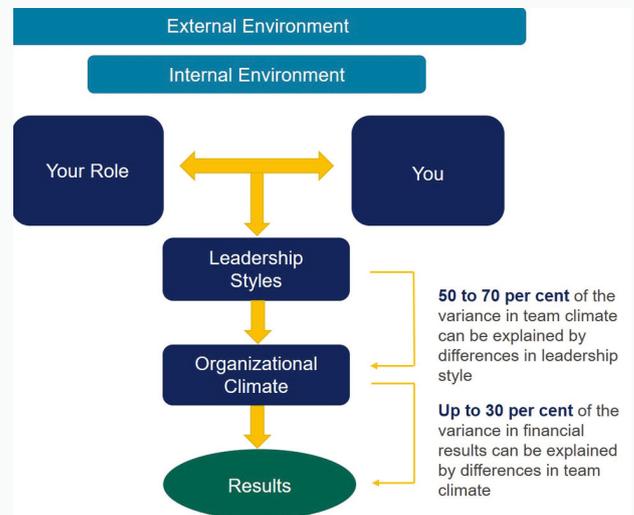
To bring the program concepts to life, participants and their direct reports complete Korn Ferry's unique Leadership Styles and Organizational Climate surveys. These surveys offer powerful insights into a leader's effectiveness and the impact they have on their team's performance.

- **Inventory of Leadership Styles** compares the pattern of behaviors the leader intends to use with those their direct reports experience.
- **Organizational Climate Survey** identifies critical gaps between the climate the leader creates for their team and the team's perceived ideal climate they need to perform at their best.

Learning methodologies:

- Personal reflection.
- Experiential exercises.
- Large group, table, and peer discussions.
- Action planning.

Leadership effectiveness framework



Additional services available:

- Follow-up personal coaching sessions to interpret the feedback results and support action planning.
- Follow-on skill-building sessions to address development areas identified from surveys.
- Role-play sessions with actors to allow participants to try out new behaviors and approaches.
- Extra modules to enhance depth of understanding around preferences and competencies.
- Peer Coaching: Korn Ferry facilitated webinar to help peer coaching groups endorse each others development.
- Re-surveys to test the impact of participants' development journeys.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.