

Executive Leadership



Success in today's complex global arena is challenging, and the rules are changing. We can be assured of several things: the challenges facing us today will become even more intense; the speed with which change is occurring will increase, and the competition will intensify.

To create and lead an organization that will maintain a competitive advantage during these turbulent times, many executives will have to transform an organizational culture that was founded on yesterday's paradigms and ideas. Priorities will shift and thinking will have to change. Attitudes and behaviors reflecting new and different social and organizational values will have to be adapted. For many people, learning to adjust to change will be difficult and managing change will present even greater challenges. Organizational success will require leadership that is focused on positive results!

The Process

This Executive Leadership process offers a proven path to help you create an environment in which people will be excited about operationalizing the established vision. It will provide you with the techniques for aligning your resources, and guidelines for effectively leading people to higher levels of performance. ■

The Formula For Success

Ask + Goals = PBC → IR

Attitude	Positive	Improved
Skills	Behavior	Results
Knowledge	Change	

Contact Information

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Critical Issues Covered Within this Process

- The Challenge of Leadership
- Valueship
- Vision
- Dealing with Change
- Organizational Alignment
- Goal Accomplishment
- Effective Planning
- Leadership Responsibility
- Understanding Human Potential
- Collaborating
- Building Teams
- Motivation
- Understanding Behavior
- Building Success Attitudes and Habits
- Communications

The Results are Measurable

- Increased Market Share
- Maximized Return on Your Intellectual Capital
- Increased Shareholder Earnings
- Strengthened the Focus on Attracting, Servicing, and Keeping Customers
- Realized Even Greater Employee Contributions to Results
- Defined Strategic Direction
- Developed and Sustained Corporate Values

Deliverables – Executive Leadership Development

11 Development Sessions	Participants meet for 11 weekly sessions for 3 hours. This process enables participants to “develop” since they will have application and practice time between sessions. Each session will end with specific goals and action steps to be accomplished by the next session.
3 Follow-Up Sessions	The group will meet quarterly for the 3 quarters following the last session. Participants will present progress reports on their individual and organizational goals. When needed, additional content may also be part of these sessions.
Audio CD Series	12 Chapters of program content in audio form enables participants to have multiple exposures to the content between sessions allowing the sessions to be hands-on and application oriented. Five exposures during the week between sessions results in content retention in excess of 60%.
Text	Exact same content as audio series with assessments at the end of each chapter for reinforcement of content. The text is also used as a reference guide.
Action Plan	Self and Organizational Evaluation Sections utilized to personalize individual action Plans.
Phone/E-mail Consultation	Participants within the group will have unlimited phone/e-mail consultations with facilitator during the process.
Concept Application Through Goal Setting	The group will focus on the implementation of key concepts as they apply to each participant, by developing written goals with measurable action steps.
Critical Issues	Each participant will identify 3 critical issues within the organization and develop comprehensive action steps for each issue.
Productivity Assessment	The group will analyze current productivity followed by measurable goal setting.
Organizational Assessments	Overall Organizational Evaluations Overall Leadership Evaluations Time Management Evaluations All three evaluations followed by goal setting where sustainable improvement is needed.
Self-Concept Profile	Each participant will analyze current confidence and comfort levels with self, and create steps to be taken if improvement is desired.
Personal and Organizational Mission Statement	Each participant will develop his/her personal and organizational mission statement. Individual coaching provided if necessary.
Time Management Analysis	Each participant will analyze his/her personal time management ability followed by goal setting where improvement is needed.
Communication Assessment	The group will discuss the current communication “state” and its impact on others.
Measurable Results	The process is customized and tailored to achieve the measurable outcomes set by each specific client organization.