



## 2015 MANAGEMENT CONFERENCE

### Breakout Session #2 – Leading Others

#### PROBLEM AREA(S) ADDRESSED:

- Training, Development & Resources
- Opportunity for Growth/Careerpathing
- Performance Reviews
- Effective Communication
- Setting Goals & Objectives
- Providing Resources to do Job Well

#### EXECUTIVE SUMMARY:

Leadership is the process by which one individual influences the behaviors, attitudes and thoughts of others. Leaders set the direction by helping others see what lies ahead and rising to the challenges. They see everyone's potential and encourage and inspire those around them.

This session will explore the issues, possibilities, and prescriptions of leading in a one-on-one context. Topics include: defining leadership in the one to one context, diagnosing employee competence and commitment, utilizing directive and supportive behaviors, providing effective feedback, adapting leadership and communication styles to enhance leader effectiveness.

This session will help attendees build skills that will enable them to (1) find out what their employees need to accomplish their personal and organizational goals, (2) use a variety of leadership styles to meet those needs, and (3) set up a communication process for reaching agreements on what the manager and the employee can expect from each other as they work together. Attendees will also learn to partner with their employees to set goals and objectives and to effectively manage conflict as it arises.

#### KEY LEARNINGS:

- Personality Type
- Communication Style
- Conflict Management Style
- Task Development Levels
- Build Training/Dev Plans
- Providing Feedback

#### TOOLS:

TOOL	DESCRIPTION
DISC	A quadrant-based personality , disposition and communication typology
SLII	The Situational Leadership II model of providing support and direction
Conflict Mode Tool	A model that describes five methods of dealing with conflict
Structured Feedback Tool	Guidelines for giving and receiving feedback

# Supporting Materials

## Breakout Session #2 –Leading Others

### Situational Leadership II Model:

#### Situational Leadership® II Model

