



2015 MANAGEMENT CONFERENCE

Breakout Session #4 – Organizational Leadership

PROBLEM AREA(S) ADDRESSED:

- Training, Development & Resources
- Opportunity for Growth/Careerpathing
- Providing Resources to do Job Well

EXECUTIVE SUMMARY:

While individual teams are critical structural components of a successful organization, encouraging collaboration among individuals, teams and divisions is what really translates into long-term organizational success. Silos of all forms are detrimental to an organization’s ability to succeed in a rapidly changing world. A siloed organization cannot act quickly on opportunities that arise in a fast-paced business landscape, nor is it able to make productive decisions about how to change in order to seize these opportunities. Silos cut off clear communication between different business units and managerial levels. People can fall easily into only communicating with those directly around them or those who are at the same level in the organization. When there is little or unclear communication between groups, the right hand doesn’t know what the left hand is doing and the organization will suffer.

This session will help attendees understand the importance of not falling out of touch with employee sentiment, losing track of important resources and failing to hear crucial feedback. It is the duty of management to prepare and equip their individuals, teams and departments with the proper mind-set to break down destructive organizational barriers.

Attendees will learn to create a unified organizational vision, inspire disparate groups to work towards a common goal, motivate and incentivize employees, execute strategic objectives, and measure collaboration. There is nothing more powerful in any organization than having all employees rowing fiercely in the same direction.

KEY LEARNINGS:

- Breaking Down Silos
- Networking Within the Org.
- Measuring Success
- Change Management
- Power, Politics & Influence

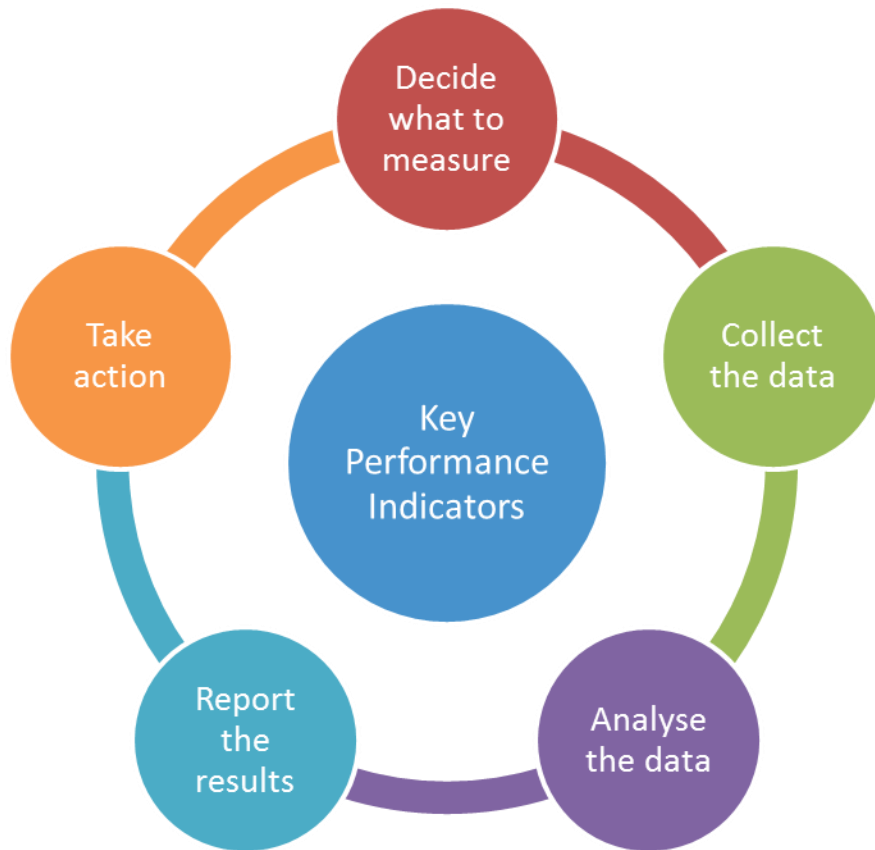
TOOLS:

TOOL	DESCRIPTION
Org. Mission & Vision	Tools to help define the organization’s overarching purpose and goals
Org. Software Tools	Tools designed to support the organization achieve its purpose and goals
KPIs	Key performance indicators for the measurement of organizational success
ADKAR	A change management model to facilitate successful organizational change
Principles of Persuasion	A set of principles that enhance influence, persuasion and communication

Supporting Materials

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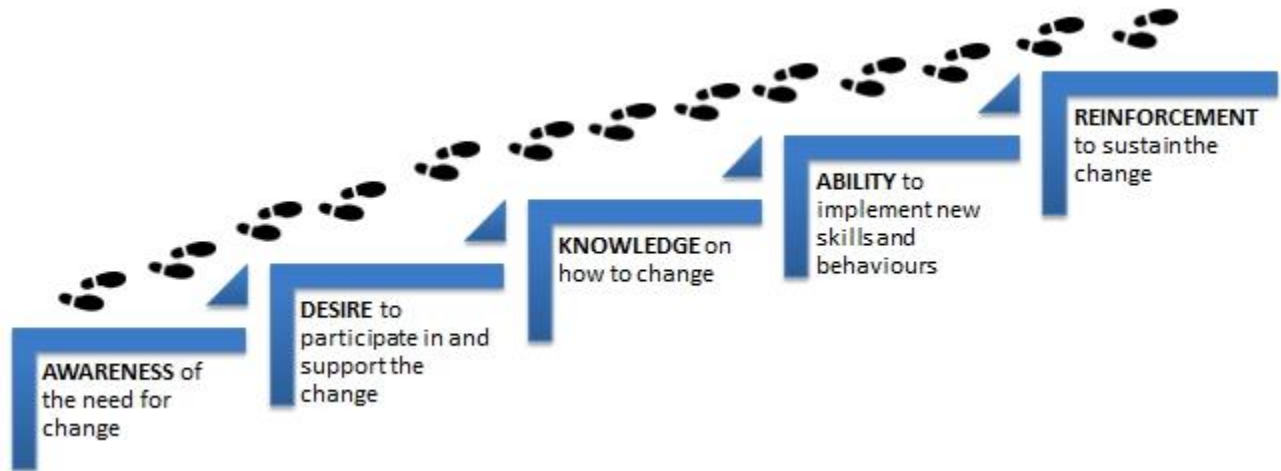
KPIs Model:



Supporting Materials

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ADKAR Model:



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Principles of Persuasion:

Six Fundamental Principles of Persuasion

According to Robert B. Cialdini, the six fundamental principles of persuasion are:

Persuasion Principle	Explanation	Application
Liking	People like and get influenced by those who like them	Uncover real similarities and offer genuine praise
Reciprocity	People repay in kind	Give what you want to receive
Social Proof	People follow the lead of similar others	Use peer power whenever available
Consistency	People align with clear commitments	Make people's commitment active, public and voluntary
Authority	People defer to experts	Expose your authority, do not assume it is self-evident
Scarcity	People want more of what they can have less of.	Highlight unique benefits and exclusive information