

Effective leadership is not accidental

— By Joseph Weitzer, PhD

One of the best investments you can make is in the development of your leadership infrastructure. That doesn't negate the need to invest in training that supports improved performance of your front line or enhanced knowledge and skills for technicians and specialists. In fact, all employees should be engaged in training and provided development opportunities that add value to the organization and help to move strategic initiatives forward.

As we consider training initiatives, we often overlook the needs of our existing leaders. We make assumptions that the skills of leaders are complete, after all, we tend to promote highly engaged "experts" who may have navigated through the system and acquired a working knowledge of the business operations while developing a network of support. Typically, when these leaders struggle it is not due to their lack of subject-area expertise, but rather to a general inability to effectively lead others.

The Leader's reality

Earning the title of leader does not equate to effective leadership. Leadership is a progressive attribute, influenced by personal and career maturity as well as other developmental factors. It requires a foundation of knowledge, and the opportunity to practice and hone skills through structured mentoring that fosters critical thinking and guidance in problem-solving and decision-making processes.

Leadership effectiveness is directly related to the willingness of the leader to learn, the

Leadership Training Options

The Center for Business Performance Solutions offers three comprehensive opportunities for developing leaders. Each is characterized by:

- Realistic expectations regarding outcomes
- A foundation of content relevant to today's leaders
- Customization designed to optimize desired outcomes
- Open, safe and confidential sharing and learning environment
- Case studies and learning activities based on real-world experiences of cohort and facilitators
- Immediately applicable methods and tools
- Practical application and debriefings to accelerate value
- Ongoing executive coaching support

ability to articulate clear vision and expectations, the ability to recognize and leverage the strengths of their teams and the ability to optimize "known" strengths at opportune moments. These are learned behaviors.

Deliberative approach to leadership

Organizations need to be diligent in the approach used to identify and develop individuals for leadership responsibility. An effective plan requires much more than promoting high performers. The organization has a responsibility to make

investments that provide fundamental skills and learning opportunities relevant to the leader's role, access to coaching, and relevant, timely feedback designed to accelerate their leadership value.

The leadership facilitators at the Center for Business Performance Solutions understand the variability of skills needed by leaders at various stages of development. They have a proven process for assessing opportunities and aligning the right training to accelerate performance. Join the growing number of customer businesses who have experienced high-value return through our personalized, custom programs, and enhance your leadership infrastructure today.

CBPS Comprehensive Leadership Training Portfolio

The **Foundational Leadership Program** is designed to provide fundamental leadership tools to enhance the performance of team members new to their leadership roles, or for those identified as potential leaders.

The **Accelerating Leadership Program** focuses on elements of high-performing teams, professional communication, emotional intelligence, effective feedback and coaching dynamics – ideal for supervisors and managers seeking to enhance the performance of their teams.

The **Transformational Leadership Program** is designed for seasoned leaders who see opportunities to enrich their own skills, as well as those whose role is to lead organizational change. This program is entirely customized around participant needs and features personalized coaching sessions to accelerate learning and foster application of principles. This program is ideal for seasoned leaders.

For more information on optimizing the performance of your team, contact CBPS at 262-695-7828 or cbps.info@wctc.edu.



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