



# 4D LEADERSHIP™

DIRECT | DEVELOP | DISCUSS | DELEGATE



## OUTLINE

- Management and Leadership
- What is Performance Leadership?
- Why Performance Leadership?
  - Three Key Performance Areas
  - Performance Areas and Organizational Levels
  - Leadership Input and Performance Output
  - Intention, Action, Perception
  - Success and Engagement
  - Flexible, Consistent, Adaptable
- Steps in Applying 4D Leadership™
- Surfacing the Real Specific Tasks: *Your Real-Life Application Case*
- Performance Level: *Skill and Will*
- Four Performance Levels
- Assessing Performance Levels: *Your Real-Life Application Case*
- Leadership Strategy: *Task Input and Relationship Input*
- Four Leadership Strategies
- Matching Leadership Strategies and Performance Levels
- 4D Leadership™: *Direct, Develop, Discuss, Delegate*
- 4D Leadership™ Matching and Adapting: *Your Real-Life Application Case*
- Your 4D Leadership™ Conversation: *Positioning, Preparing, Practicing*
- Integrating 4D Leadership™ and Performance Management: *Performance Leadership Process™*
  - Performance Leadership Contracting
  - Performance Plan, Development Plan, Monitoring Plan
  - Ongoing Performance Review
- Implementation and Sustainment

## PRE-WORKSHOP PREPARATION

It is recommended that participants review the performance goals of one of their staff and bring it to the workshop. This is to help them to leverage performance with the immediate application base on their real-life case.

## TARGET AUDIENCE

- All leaders at all levels in the organization.
- Anyone who manages and influences the performance of others.
- HR professionals who are interested in implementing the 4D Leadership™ Model and the Performance Leadership Process™ to leverage human performance and to enhance organizational effectiveness.

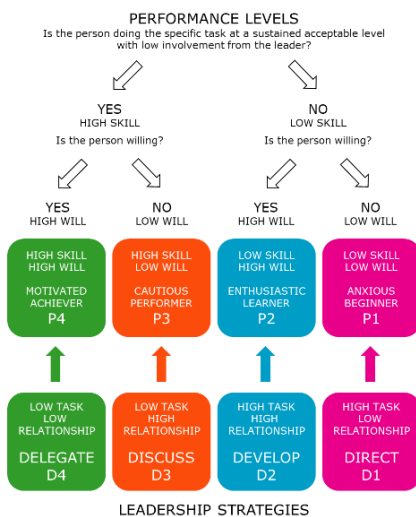
## DURATION

- One Day

## LEADERSHIP IS A SCIENCE, AN ART AND A PROCESS



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**Learning leadership is a science.  
Applying leadership is an art.  
Implementing leadership is a process.**

The 4D Leadership™ program will train you in the science to develop your *diagnostic* and *interactive* leadership skills. You will then be coached the art of applying leadership with your own individual real-life case. You will also be provided with the process of implementing leadership in your organization, and advice on self-sufficiency and sustainment.

**This is designed to help you leverage human performance and enhance organizational effectiveness.**

The 4D Leadership™ program integrates *performance levels*, *performance needs* and *leadership strategies* to provide you with four adaptive leadership strategies – *direct*, *develop*, *discuss*, *delegate*. You will learn how to *assess* performance levels and *recognize* performance needs. You will

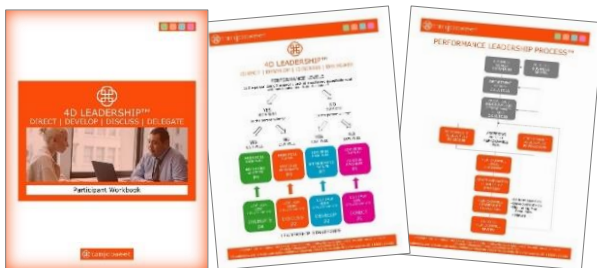
learn how to *adapt* your leadership input to the performance levels and performance needs of your people and the demand of the situation.

**Because the performance output you get from others depends on the leadership input you provide.**

You will be able to *influence* your people to do the work, to do it well, and to feel good about doing it. You will be able to *close* the performance gap and perception gap; and *align* your intention and your action.

## PARTICIPANT MATERIALS

- Participant Workbook
- 4D Leadership™ Model
- Performance Leadership Process™



## GET IN TOUCH

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