

INTEGRATED LEADERSHIP is a broad-based leadership training and coaching process that integrates leadership principles, communication skills, character traits, and safety beliefs while focusing on improved business metrics and bottom-line results.



LEAD

Every leader, from CEO to foreman, manages a business that must produce. What are the vital metrics that measure success? How does the leader engage and involve his/her people in the goals and action plans that drive those metrics? What principles guide that success?

COMMUNICATE

Author and leadership expert John Maxwell says “Everyone communicates...but few connect.” Few leaders are effectively trained in good communication skills, and fewer still receive any effective coaching. **INTEGRATED LEADERSHIP** coaches provide on-going mentoring, skill-building, and in-the-moment application for leaders in their vital role as communicators.

INTEGRITY

“Trust is built in drops, but lost in buckets.” Mention Enron or Bill Cosby, and people instantly identify with the importance of integrity and character. **INTEGRATED LEADERSHIP** coaches work with clients to develop and model corporate and personal values that help build a clearly identifiable culture that attracts and keeps the best employees.

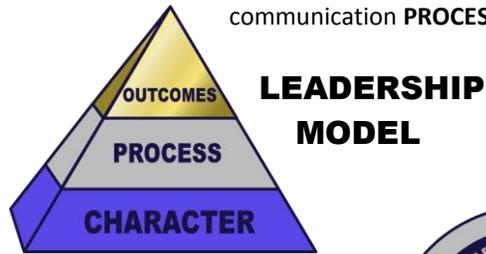
Leadership Attributes of Integrity

Cares	Listening, Concern, Empathy, Appreciation
Honesty	Truthful, Sincere, Trustworthy, Transparent
Humility	Teachable, Owns Mistakes, Invites Feedback
Confidence	Positive, Resourceful, Secure, Competent
Self-Control	Patient, Open-Minded, Disciplined, Dependable
Respectful	Honoring to all regardless of race, gender, culture
Empowering	Energy-giver, Coach, Encourage, Recognition
Responsible	Diligent, Reliable, Consistent, Accountable

LEADS SAFE

Every leader has a moral responsibility to set the highest example in safe behaviors, to be unrelenting in calling out at-risk conditions and behaviors, and to consistently create safety awareness. **LEADS SAFE** modules and experiential exercises equip leaders to continually raise the bar with their teams.

With a foundation of **CHARACTER** qualities, a leader helps his team focus on vital business **OUTCOMES** using a clear communication **PROCESS**.



COMMUNICATION PROCESS



The principled, intentional leader creates and communicates **CLEAR EXPECTATIONS** around goals, metrics, and behaviors.

Consistent **FOLLOW-UP** includes frequent check-ins and formal meetings with individuals and teams. Emphasis is placed on giving people the opportunity to give account in a positive manner. The leader asks questions and listens intently to gain full engagement from employees.

These engagements create continual opportunities for leaders to intentionally give **BALANCED FEEDBACK**, with an added emphasis on positive recognition. This creates openness for corrective feedback when needed.

When leaders use character-based communication skills to **RELATE** and connect more effectively with employees, relationships are strengthened and motivation rises. This will lead to improvements in productivity, quality, safety, and employee retention. Your customers will notice.

COACHING

INTEGRATED LEADERSHIP starts with training sessions on all aspects of the models described above. Coaches then begin 1:1 work with leaders, meeting twice per month throughout the contracted period. Quarterly 360° assessments measure progress in vital areas of leadership growth and are used for further coaching.