



ACCELERATED LEADERSHIP

Raising the Standard through Training and Coaching

LEADERSHIP BY INFLUENCE is a 12-hour training process that focuses on the impact of character and communication on our ability to earn the cooperation of others, be they employees, customers, or teammates.



This training is also a powerful asset for non-supervisors whose success is highly dependent upon gaining the willing buy-in of others.

LEADERSHIP BY INFLUENCE

does not approach leadership as an isolated topic, but integrates leadership principles, communication skills, and character development while focusing on bottom-line results.

Leading

The 3 Main Functions of a leader are to inspire will, build skill, and ensure process. You might serve in one or more of the following roles:

- manage a large or small team
- head up key projects
- provide expertise to internal/external customers
- coordinator

Your daily objective is to gain the buy-in of others so results are achieved. What are you modeling? How well do you coach others to effectiveness? How do you inspect the work of others without turning them off?

Character

What character qualities do others see in you that either motivate or demotivate cooperation? When did you last take inventory of key character attributes? Even a few small commitments for improvement can produce immediate results.

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

Communication

Gaining a willing listener and effectively managing conflict clearly separates those who influence cooperation and those who do not. We will use 2 simple models to assist leaders in the challenge of effectively managing resistance.

COMMUNICATION MODEL

Are we creating **CLEAR EXPECTATIONS** in our conversations around goals, processes, and behaviors?

Are we consistent and effective with **FOLLOW-UP**?

Are we using these engagements as opportunities to give **BALANCED FEEDBACK**?



In each of these encounters, are we consistently applying effective communication skills in order to **RELATE** and connect more genuinely? If so, relationships are strengthened and motivation rises. This leads to improvements in safety, quality, productivity, and employee retention.

RAP

Success in the above conversations depends upon how well we handle those very tricky moments when conflict arises. Does the other person sense you care, that you are listening, taking them seriously, and trying to understand them? Are you making the effort to relate? We will unpack 3 essential skills in our **RAP** model:

- **Reading** other's willingness level accurately
- **Acknowledging** effectively to diffuse conflict
- **Probing** to fully understand their perspective

This is what everyone wants from us, and when consistently provided, usually earns willing cooperation.

How We Train

Accelerated Leadership coaches/trainers utilize a mixture of PowerPoint presentation, individual and group exercises, workbook fill-ins, participant interaction, and coached practice to maximize learning and application. Individual and group coaching is available upon request.