

LEADERSHIP

DO YOU HAVE WHAT IT TAKES TO LEAD?



GREAT ENGINEERS IGNITE RESULTS

WHAT'S DOES "IT" TAKE TO LEAD?



GREAT ENGINEERS NEED THE "IT FACTOR" TOO!

The *New World Order* where constant change is the norm, customer needs continue to evolve, technology and access to information are the new currency, and the ability to influence and lead others are paramount to achieve great results.

Engineers who demonstrate the "It-Factor" can make or break a team's ability to meet customer needs, reach their peak performance, and stay there. Successful engineers are great at:

I

Intention – demonstrating a strong commitment to and transparency about their personal intentions.

I

Interactions – interacting well with others by leading through example, collaborating and building trust.

I

Insights – gaining knowledge and unique perspective through experiences and sharing it with others.

T

Trust – building trusted and reliable coalitions of support based on personal reliability, truth, ability, and strength of character.

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WHY IS LEADERSHIP SO IMPORTANT?

LEADERSHIP DEVELOPMENT: A TOP CONCERN FOR CANADA



The *Good News* is that organizations can take action.

Leadership capability has been a consistent area of concern for the past 20 years, and one that appears to have intensified.

Business and human capital trends reveal that Canadian CEOs and senior leaders now consider it both the most important — and most pressing — challenge they currently face.

Despite the importance of developing company leaders, it is clear that current programs and supporting infrastructure are not hitting the mark. Alarmingly, recent research indicates that only one in five companies consider their leadership programs to be excellent. In fact, almost half rate their ability to develop leaders at all levels in their organization as weak.

It's also recognized that a significant gap between the need to cultivate a channel of capable leaders and the ability to meet that need is owed largely to persistent deficiencies in four key areas:



STRATEGIC DISCONNECT - THE BUSINESS & ENGINEERS

between the way organizations plan meet business needs and how engineers and technical specialists think, plan and perform. Engineers are problem solvers and technical experts, not always great people managers.



SIGNIFICANT INEFFICIENCIES IN TRANSFERRING SKILLS

Significant inefficiencies in transferring skills developed in training to the workplace; some estimate the typical transfer of knowledge is less than 2%.



ONE-OFF LEADERSHIP PROGRAMS DON'T WORK WELL

Stand-alone leadership development programs that don't adequately link to other key HR programs or one another, negatively impact succession and performance improvement efforts and the effectiveness of the leadership development program itself.

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WHAT YOU CAN DO!

ACCELERATING ENGINEERS' IMPACT ON YOUR BUSINESS

It's simple: *all it takes is a commitment, focus and some investment.*

The question is, where do you start? The short answer to the question lies in understanding your organization's business strategy and priorities, who your current and high potential leaders are, and then figuring out what business or people risks exist. From there, taking the next step is easy. Here are some options to consider for your organization or team:

OPTIONS:



Leadership Principles – develop and implement leadership principles - values and beliefs - that guide your organization's decisions, conduct, development and promotion of leaders / managers at all levels.



Leadership Strategy and Plan – confirm key leadership business and people outcomes and priorities aligned to your business needs, people risks and opportunities.



Succession Strategy and Plan – build a sustainable and empowering process to identify and develop, or in some cases recruit, new leaders to replace existing leaders when they leave, retire or die.



Leadership and Executive Coaching – support individual leaders to be more self aware, focused, transparent and leaderful. Also strengthen leader capabilities, close gaps and improve relationships.



Leadership and Management Development – ensure individual or team learning is more effective, efficient and impactful in their role, team or organization. Helps to create strong leaders and managers who lead others in projects, teams or across the organization.



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FOCUS FOR LEADERSHIP DEVELOPMENT



ALL ORGANIZATIONS NEED ENGINEERS THAT ARE

- Passionate about success, and not settling on second best
- Agile and responsive to change
- Effective problem and conflict solvers
- Focused on and engaged with the customer
- Effective trust builders, collaborators and builders of strong teams
- Effective at delivering the “right results”.

Investment that Can Help:



PROACTIVE DEVELOPMENT

Leverage Proactive and Experiential Leadership Development workshops and ongoing support to strengthen your organization’s leadership and their individual skill sets and behaviors, and impact on customers, people and business.



MANAGING PEOPLE RISK

Tap into and access the right workshop or mix of professional development learning options to address existing or burgeoning employee issues or problems.



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LEADERSHIP DEVELOPMENT WORKSHOPS



POWERED BY

SAMPLE WORKSHOPS BY PROGRAM LEVEL

These workshops form building blocks of leadership excellence.

PROGRAM LEVEL 1



Learning High Impact People Management

Level 1 Foundations program workshops are designed to provide learners with the foundations of people management and leadership insights and knowledge of the essentials to being an effective people and team manager.

Workshops include:

- **The Art & Science of Being a Powerful People Manager**
- **Managing Emotions for Success**
- **Making Meetings Matter: Inside and Outside of the Boardroom**
- **Motivating Others to Drive Results**



PROGRAM LEVEL 2



Engineering Personal Leadership & Impact

Our Advanced program is geared to augmenting the knowledge and skills of professionals and teams. Completion of Level 1 Management and Leadership Fundamentals, and all Level 2 workshops are required to achieve the Level 2 certificate program.

Workshops include:

- **The Science of Driving Business Performance Results**
- **Forging High-Impact Relationships**
- **Building High Impact Teams**
- **Shepherding Change through Conflict and Challenging Conversations**
- **Addressing Employee Performance Problems**

PROGRAM LEVEL 3



Transforming Organizations & Communities

Our comprehensive Mastery program is designed to provide leaders of teams, functions or organizations with a comprehensive learning experience across leadership skills identified as critical to effective leadership and high-impact results – for them as individuals, their teams, and their organizations.

Workshops include:

- **Transforming Conflict into Alliances**
- **Practicing Brain Based Leadership**
- **Developing Resilience for Results**
- **Building a Strategic Mindset and Framework for Success**
- **Building an Accelerated Strategic Roadmap and Scorecard for Sustained Results**

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LEADERSHIP DEVELOPMENT WORKSHOPS



POWERED BY

SAMPLE WORKSHOPS BY OPPORTUNITY OR PROBLEM AREA

These workshops individually or together can help to address these areas:

SAMPLE OPPORTUNITY / PROBLEM AREAS							
SAMPLE WORKSHOP	THE BASICS OVERVIEW	GOAL SETTING	ORGANIZE WORK	GIVE DIRECTION	MOTIVATE FOR RESULTS	PROBLEM SOLVING / CONFLICT	STRONG RELATIONS
Art & Science of Being a Powerful People Manager	X	X	X	X			
Managing Emotions for Success				X	X	X	X
Making Meetings Matter		X	X			X	
Motivating Others to Drive Results		X		X	X	X	X
Making Meetings Matter		X	X		X	X	X
Driving Business Performance Results		X	X	X	X		X
Forging High Impact Relationships					X	X	X
Building High Impact Teams		X	X	X	X	X	X
Shepherding Change through Conflict, Etc.					X	X	X
Addressing Employee Performance Problems		X	X	X	X	X	X
Negotiating for Win-Win Results					X	X	X

CONTACT US

FOR MORE INFORMATION ABOUT OUR
LEADERSHIP AND MANAGEMENT DEVELOPMENT
PROGRAMS

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