

# From Manager to Extraordinary Leader

*Someone's sitting in the shade right now because someone planted a tree a long time ago." – Warren Buffett*

**LePhair**  
ASSOCIATES



In recent years, there's been a lot of focus on developing management skills, because we're told that good management skills produce good results. This is not untrue, but it's not the full story, either. Certainly a strong set of management skills will ensure you get results (or worst case, show you're trying), but getting extraordinary results from ordinary people requires more than just a finely-honed set of management skills.

The secret of people who get extraordinary results is that they work alongside the people that help them achieve their goals. They are distinguished by the fact that they are not just managers, but also leaders. Those who get extraordinary results tend to be extraordinary leaders.

Using advanced employee assessment information combined with customized training and coaching programs and tools, we provide your complete people performance solution for organizations looking to develop extraordinary managers and leaders, along with high performing leadership teams.

**Our integrated approach includes:**



## **Hire the Right Talent and Assess for Fit to the Role**

Evaluate for fit to the role and the organizational culture, assess how an individuals' interests, thinking style and motivations will likely impact leadership behaviours.



## **Develop Individual Skills**

Increase management and leadership effectiveness through the use of self awareness tools, feedback systems and personalized development programs.



## **Build High Functioning Leadership Teams**

Develop leadership team capabilities by developing the 5 key behaviors essential to a healthy, well-functioning team: building trust, mastering conflict, achieving commitment, embracing accountability and focusing on results.

*Your Complete People Performance Solution*

To learn more about the results that you can expect or to arrange a free trial and consultation, contact us at: [info@lephairassociates.com](mailto:info@lephairassociates.com) or call 905-509-2717.

**[lephairassociates.com](http://lephairassociates.com)**

## Assess for Fit to the Role

A critical starting point before embarking on a development plan is to consider if the individual has what it takes to be a successful leader:

### Leadership Assessment Process:

- The **Profile XT** assesses a leader's fit in the three areas of cognitive abilities, behaviours and interests against the customized performance model for the position. This core person assessment tool provides job match percentages as well as detailed insights into a series of key attributes. Various reports can be generated that support all facets of the employee life cycle from hiring through to performance management, career and succession planning and leadership development.
- The **Leadership Report** then takes the findings from the completed Profile XT and illustrates how a leader's interests and thinking style contribute to leadership behaviours, the way they process information, the types of activities that motivate them and, for new candidates, how they would fit within the organization and its culture.



## Develop Individual Leadership Skills

Depending on the individual's role, there are two different development platforms available; one that focuses on day to day practical management and the other focuses on strategic leadership.

### Individual Assessment Options:

- For those in or moving into a people management role, the **Everything DiSC Management Profile** uses a research validated learning model to create a highly personalized learner experience. The profile is management specific with in-depth information including tips, strategies, and personalized action plans to help managers become more effective. Managers receive insights into their personal style and approach to key management practices such as directing & delegating, motivating and communicating. They understand how to read employee styles and adapt their own style to manage more effectively. Companion training programs are available for management teams which can be facilitated by one of our experienced trainers. Organizations may also wish to manage their own internal training in which case facilitation guides can be provided for the program.
- For those moving into more senior leadership roles, the **Work of Leaders Profile** provides insights into one's leadership style and the overall style of the leadership team. Using the framework of vision, alignment and execution, leaders assess their own leadership behaviors and how they impact their effectiveness, focusing on tangible steps directed at leading a group or organization toward desired outcomes. Companion training or personalized coaching sessions from an experienced facilitator combined with online pre-work and online follow up reinforces the learning experience.
- For more advanced development, the **363 for Leaders** combines the best of the 360 multi rater feedback systems with a selectable comments feature that gives focused, balanced, constructive feedback that leaders can actually use. Leaders are provided with immediate actions – the three things they can focus on now to improve their leadership.



## Build High-Functioning Leadership Teams

Beyond individual leadership development, organizations wishing to excel should also focus on developing their senior management and executive team capabilities as a whole.

**The Five Behaviors of a Cohesive Team** is a team development program based on the model developed by Patrick Lencioni in his book, *The Five Dysfunctions of a Team*.

Lencioni's model outlines the five interrelated behaviors that are essential to a healthy, well-functioning team: building trust, mastering conflict, achieving commitment, embracing accountability, and focusing on results. Working with a facilitator and using a combination of individual, team and progress reports, teams learn to work together more effectively and efficiently to become productive, high functioning teams.

### Team Assessment Process (consists of two assessments):

- **The team survey** where colleagues are asked to rate the team on how often their team is engaged in certain healthy behaviours.
- **The culture survey** where they are asked to rate their organization based on various cultural items.

