

Leadership Development

By understanding your personal thinking styles and behaviours, as a leader you can improve your personal and professional effectiveness in communication and building relationships. Leader communication is seldom about conveying data, answers or instructions but rather about managing mindsets, imprinting people with the big picture and basic ideas that will stimulate high performance.

Understanding the core 'hardwiring' of the leaders is critical to understanding the dynamics of the group – and to harnessing its power. Taking the team through a discovery process early in the Leadership Program will give them and you greater insight into what work lies ahead and how best to approach it. It also helps participants strip away the mask of personality and begin to understand themselves and others in much more productive ways – ways that will open the door to learning and growth.

Through McKinley Leadership Development Programs you will explore the subtle forces that have a direct bearing on organizational effectiveness:

- An open mind, independent thinking and personal creativity
- A clear vision of the higher purpose to which people work
- Caring and compassion that build workplace relationships
- Communications that influence vision, values and emotions
- Courage that motivates people to take risks
- Integrity beyond self-interest that gives something to the team and the organization

As a leader, you will improve your ability to:

- Lead others by leveraging fusion rather by fission
- Overcome resistance that often thwarts efforts to achieve real change.
- Understand your own communications styles and how they work with others
- As a leader, you will improve your ability to:
 - Listen effectively
 - Overcome barriers to communication
 - Ask powerful questions
 - Tell great stories

The ability to communicate effectively is not an option – to be an effective leader you must be an effective communicator and communication is about more than just talking.