



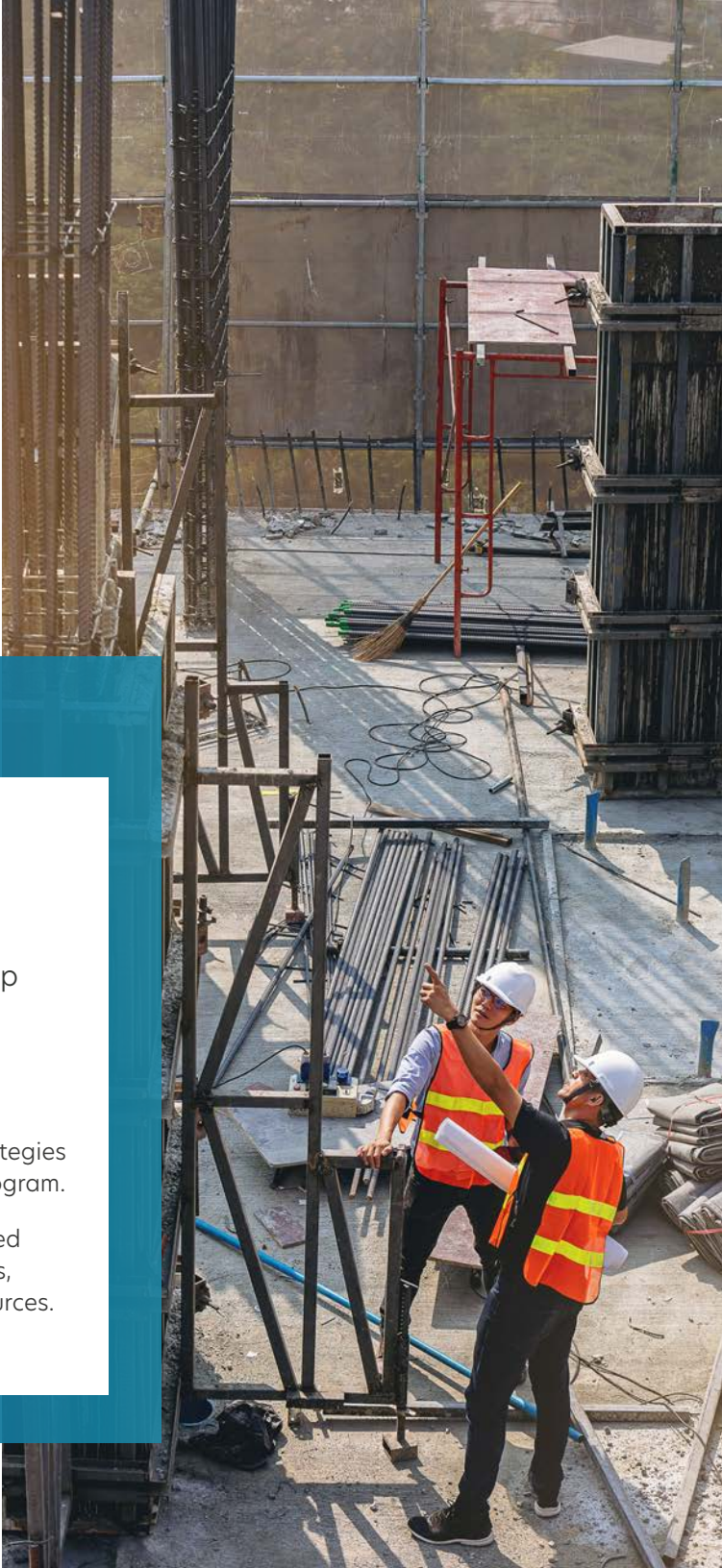
Leading People

Leadership Development Program

Drive Performance
and Retention Through
Frontline Leaders

Leading People is a leadership development program that equips frontline managers with skills and strategies to engage and unleash the expertise, independence, and performance of their direct reports. Based on our research and experience, the program has achieved proven success with hundreds of leading companies through the development of thousands of leaders worldwide.

The program is ready to deploy in its standard configuration or to be customized and contextualized by a GP Strategies® learning consultant to better meet your needs. Designed in a modular fashion, Leading People allows you to select the most relevant topics for your organization and learners. Adding to the program's versatility is the ability to deploy the modules as live instructor-led training (ILT), virtual instructor-led training (VILT), or a combination of both. The learning journey can comprise only content from Leading People or may be supplemented with additional GP Strategies leadership content, such as Emotional Intelligence, Handling Conflict, Inclusion and Belonging, and more.



● ● ● **Leading People Learning Experience**

Prework

A skills assessment—for self and up to five feedback providers—sets the learner's baseline.

Identification of current work issues aligned with covered skills establishes relevancy.

Review of brief videos on core concepts and models delivers context.

In-Person or Virtual Workshops

Engaging content delivers learning by doing, not by teaching.

Peer coaching is an integral part of the experience.

Tangible techniques, models, and processes create a tool kit for continual use.

Post-Workshop Sustainment

Reassess the learner's leadership skills.

Reinforce tools and strategies delivered during the program.

Provide access to curated content including videos, articles, and other resources.

Leading People content includes:

Foundations of Leadership—required | four hours

The core module includes four key topics:

1 Understanding engagement

Understand what drives employees and how to move business objectives forward.

2 Building trust

Learn to create, repair, and maintain trust levels with team members and throughout the organization.

3 Communication skills

Learn to ask strategic questions, listen actively, and convey benefits to meet goals and build strong relationships.

4 Communication strategy

Develop a thoughtful framework to plan for critical conversations.

Content Modules—optional | two hours per module

Setting Goals Improve performance by setting and supporting SMART goals.

Delegating Responsibility Increase contribution and satisfaction without micromanaging.

Giving Feedback Promote high performance and correct issues with clear, meaningful communication.

Inspiring Innovation Unleash a culture of organizational creativity and continuous improvement.

Managing Change Maintain employee engagement during times of transformation.

Influencing Others Create buy-in and advance ideas by strategically building trust and credibility.

Handling Resistance Push initiatives forward and maintain relationships by dealing effectively with opposition.

Leading Teams Position employees for success with the fundamentals of high performance.

Leading Virtually Communicate effectively across a range of media to a diverse audience.

Other topics that could be added include **Accountability, Managing Priorities, Handling Conflict, Emotional Intelligence**, and others.



