

CREATING AND MAINTAINING ORGANIZATIONAL EXCELLENCE

Lead with Passion, Power and Purpose

Two or Three Day Workshop

This highly interactive course taps into organizational excellence best-practices found in positive psychology research. The material is shared in an engaging, story-based, information packed sessions. This course is designed to inspire, challenge, and ignite the desire for self-improvement, contribute in new and innovative ways, facilitate change, increased organizational effectiveness; and cultivate an environment where inspiration, creativity and people flourish.

What you will learn:

Training includes, but not limited to, the following topics:

- The four pillars of organizational excellence
- The power of purpose
- Contemporary leadership theories and best practices
- Adaptive communication
- The five essentials of active listening
- Learn advanced problem solving and conflict management techniques
- Change catalyst: initiating and/or managing change
- Conflict resolution: negotiating and resolving disagreements with others
- Building strong positive relationships: nurturing relationships for team success
- Collaboration and cooperation: working with coworkers toward shared goals
- Positive self-control: Developing a positive attitude, self-esteem, and self-image
- Emotional awareness: recognizing emotions and their impact on those around you
- Self-assessment: knowing your emotional strengths and limits
- Learn to respond, not react to difficult team members
- Employee engagement and organizational excellence
- Emotional Intelligence and people skills
- How to create organizational synergy

AGENDA

Organizational Excellence Starts With You

- How to cultivate a more proactive mindset
- The four pillars of organizational excellence
- Learn the benefits of understanding yourself and others
- Self-assessment – group activity / discussion – action plan

Inspire a Shared Vision, Inspiration, Integrity and Purpose

- The power of purpose
- Understanding the latest research that connects inspiration and a higher levels of complexity
- How to communicate with impact to enhance motivation, engagement and commitment

Leadership and Organizational Excellence

- The importance of a participative leadership style
- Contemporary leadership theories and best practices
- Influence without authority
- Self- assessment – group activity / discussion



Building Partnership

- Understanding how your behaviors and attitudes impact others
- Strategies for getting buy-in for your ideas – every time
- Negotiation skills successful professionals use time and again

Taking Responsibility for a Sustainable Future

- Steps to embedding an ethical culture, clear values and high standards
- Explore the role of risk in building individual and organizational resilience

Succeeding Through People

- Employee engagement and organizational excellence
- Build an organization that leverages the potential, and experience of team members
- Applying the concepts of manager vs. leader roles
- Working With and Leading Remote Staff
- Explore strategies for maintaining performance whether employees are onsite or offsite
- Self- assessment – group activity / discussion and action plan

Nurturing Creativity, Innovation and Organizational Change

- How to recognize and address direct and indirect resistance to change
- Adapting to changing conditions, new information and unexpected obstacles

High Performance Teams and Organizational Excellence

- Assess Your Ethical Challenge
- Creating an environment that fosters excellence
- Strategies for managing conflict and achieving organizational and departmental alignment
- Self- assessment – group activity / discussion and action plan

Tradition of Excellence

Dr. Alex Garcia and Leadership Dynamics has built a strong reputation for affordable, practical, and convenient business training for professionals everywhere, in every industry and sector. With many satisfied customers, we continue to provide superior training you come to expect from Dr. Alex Garcia. Our blended learning approach is designed to offer various training options to meet the individual needs of your employees and your organization. Choose from many quality courses that can satisfy your organization's needs any time, any where and in any format.

Course Competencies This course supports the development of the following OPM competencies, which are part of the OPM Executive Core Qualifications (ECQs): **Strategic Thinking, Visioning, Developing Others; Accountability, Human Capital Management, Influencing/Negotiating, Continual Learning, Creativity/Innovation, Decisiveness, Entrepreneurship, and External Awareness**

INSTRUCTOR:

Dr. Alex Garcia, founder and CEO of Leadership Dynamics, is a globally experienced trainer, international speaker, and performance improvement coach. With over 20 years program design and delivery experience in both government agencies and employee associations. Dr. Garcia and Leadership Dynamics has a long and strong track record of providing passionate, engaging and highly effective training, with well over 1700 hours of formal classroom delivery to Senior Executives and over 1000 hours coaching Federal Judges and senior executives. He has worked with diverse senior leadership clients including: Department of Defense, Lockheed Martin, Federal Law Enforcement Training Center, NOAA, SSA, NSA and the Air Force Research Laboratory, to name a few (see client list). A Subject Matter Expert in areas of Communication, Leadership, Engagement, Team Building, Relationship, Conflict Management, People Skills, Change Management, Emotional Intelligence, and other similar open-enrollment and custom programs. With a Ph.D. in Industrial Organizational / Behavior Psychology, from Wright State University, and a strong, practical and entertaining delivery style, Dr. Garcia ensures information is presented with passion and excitement to enhance retention.

For more information or to request a Proposal: Please contact
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Complete list of clients, training, speaking topics, coaching services, video demo, and testimonials, is available at:
www.leadershipdynamicsllc.com.

Partial Client List

Federal Executive Institute (FEI)
U.S. Department of Justice
U.S. Department of Defense
Social Security Administration
Department of Agriculture
Naval Systems Command
Department of Interior
Department of Energy
Federally Employed Women Org.
DC Dept. of Transportation
Northrop Grumman
US Census Bureau
Lockheed Martin
U.S. Air Force Research Laboratory
Bellevue Hospital
University of Oklahoma
NASA
NSA
NOAA