

LEADERSHIP THROUGH PEOPLE SKILLS®

Using real-life situations, executives and leaders hone the people skills that contribute directly to achieving their organization's business goals and leadership success.



Today's business environment is a different world. Downsizing, mergers, unstable financial markets, stakeholder mistrust, widespread litigation, and the threat of terrorism are just some of the formidable challenges.

More than ever, business leaders need to conduct the most productive one-to-one and team interactions. They must have the people skills to engage the talents and inspire the creativity of everyone around them to achieve business success.

To address that need, Polaris HR with Psychological Associates has created a new-generation program for this turbulent climate, LEADERSHIP THROUGH PEOPLE SKILLS.

PERFORMANCE ADVANTAGES

This 3-day, hands-on seminar helps participants develop the influencing and people skills that leaders need most to be effective today, including:

- Providing honest, useful feedback
- Motivating for commitment and growth (coaching)
- Promoting collaboration and teamwork
- Raising levels of trust and respect
- Resolving difficult situations
- Articulating the organisation's vision, purpose, and direction.

LEADERSHIP THROUGH PEOPLE SKILLS focuses on these critical areas:

- *People skills* — influencing for all one-to-one relationships (direct reports, peers, managers, customers, vendors), one-to-many situations (teaming)
- *The business environment* — diverse and multicultural workplaces, matrix organisations with cross-functional teams; faster speed; continuous change
- *Getting results* — more impact in less time, closing the knowing/doing gap, offering a clear link to the workplace.

Seminar materials are designed to appeal to the mindset of senior executives:

- Pre-seminar groundwork is interesting and engaging, patterned after business-focused magazine articles.
- Realistic video support is on the mark, depicting realistic settings and situations that focus on today's issues and showing a wide range of influencing strategies.

BACKED BY NEW RESEARCH

The most recent study by Psychological Associates observed the behaviour of executives in simulated meetings with direct reports. The results show overwhelmingly that these senior managers chose

strict control of the process to promote their personal agendas. Rather than use people skills to collaborate on an action plan, most of these people managers or leaders or executives cut off input from their direct reports and drove for compliance to their own pre-conceived ideas, instead of gaining the others' commitment.

Given these results against the backdrop of today's business world, we conclude that more than ever, business leaders must develop effective collaborative skills to tap into their greatest asset — their people. The LEADERSHIP THROUGH PEOPLE SKILLS seminar helps them do that.

HOW IT WORKS

The seminar is designed for "learning by doing." Participants apply what they learn immediately. That includes planning for a meeting at work around a real-life case they bring to the seminar.

Through lively discussions, activities, and video demonstrations, participants review the core skills and behaviours that serve as effective tools for successful interactions. Then, they form into teams and practice using these skills in role plays with team members.

After receiving feedback, participants develop an individual strategy for, and then practice, their real-life case. This performance and the



effectiveness of each person's behaviour during the seminar are also assessed by team members. This process provides a highly insightful evaluation of each participant's leadership strengths and areas for improvement. However, all of the seminar's contents are geared for practical application toward achieving real, measurable business results.

LEADERSHIP THROUGH PEOPLE SKILLS is built on Psychological Associates' success in interpersonal skills development for over 50 years. It has a strong basis in behavioural science, founded on the Dimensional® Model of Behaviour™.

FIND OUT MORE

LEADERSHIP THROUGH PEOPLE SKILLS can help unleash the potential of your people to accomplish your most important goals. If you have questions or want to discuss the seminar further, please contact Gerry or Ray at Polaris HR Ltd.

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Dublin Office

Polaris HR Ltd,
60 Main St, Applewood Village,
Swords, Co. Dublin.
Tel: +353 (1) 890 4849
Fax: +353 (1) 890 4847

Galway Office

Tí Phuirséil,
Bearna,
Co. Galway
Ph: +353 (91) 591633/899
www.polarishr.com