

LEADERSHIP LAB OVERVIEW



THE FOUNDATION



If you're reading this, then we're guessing you recognize the value of a thoughtfully designed training program. Everything we teach is rooted in proven psychological and business theories and practices. The Leadership Lab program is specifically aimed at cultivating an engaged workforce and leverages motivational theories, the polarity thinking model, adult learning principles, and experiential learning. This program reveals to leaders the underlying psychological needs of employees that, if nurtured, leads to an increase in staff motivation

and engagement. When leaders understand and then adapt their leadership style to meet their employees' core needs, they create a workforce with higher productivity, fulfillment, and engagement. As we say, "Once you 'get' people, you get results." At the end of the day, employees want to feel cared about, valued for their work, and empowered to make decisions. Below are specific questions that employees ask themselves.

1) Employees want to feel connected:

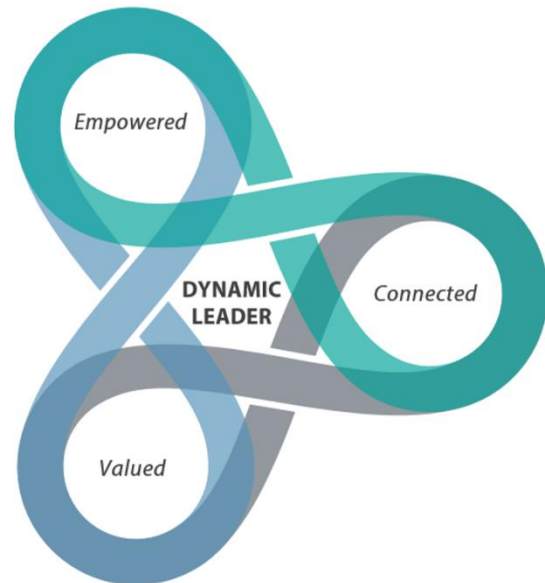
- "Do I belong?"
- "Do I feel connected to something bigger than myself?"
- "Does my manager care about me as a person?"

2) Employees want to feel valued:

- "Am I making a difference?"
- "Do my contributions matter?"
- "Am I important?"

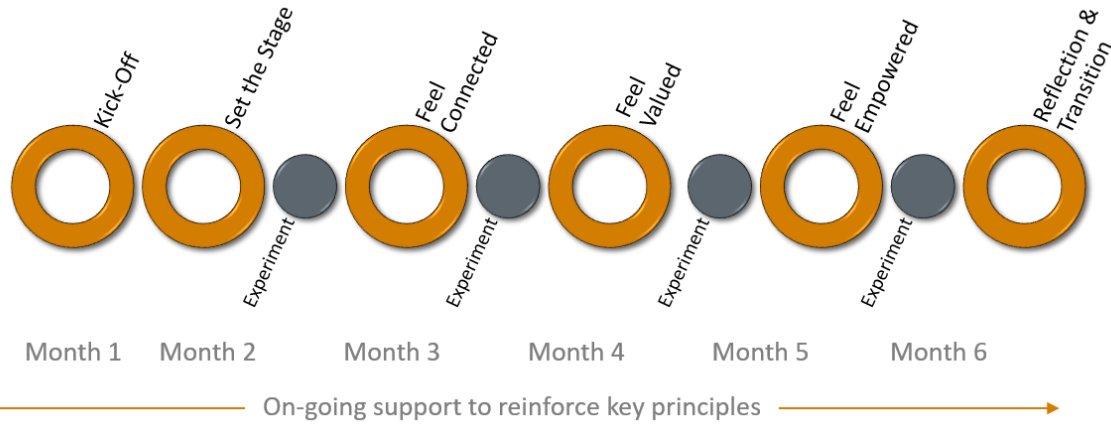
3) Employees want to feel empowered:

- "Am I trusted to make decisions?"
- "Am I in control of my outcomes?"
- "Do I have choice?"



The Leadership Lab educates leaders about these three core needs and teaches leaders how to identify these needs on a daily basis. Once the leaders learn how to identify the core needs, we then offer tools and strategies that help them create an environment that meets those needs. The leaders are introduced to the tools at the start of the program and then work with peers and a facilitator through their monthly learning labs to reinforce and practice the strategies. This provides on-going support during implementation and creates sustainable results.

MONTH BY MONTH BREAKDOWN



MONTH 1 | KICK-OFF: The program begins with a kick-off meeting to set expectations, provide an overview of the program and answer participant questions. Often participants will engage in a 360 leadership assessment at this time and debrief the results with a coach in advance of attending the formal training.



MONTH 2 | SET THE STAGE: The formal learning begins with a 2-day in-person, experiential training to set the stage for the entire program. Participants learn about the philosophy and overall leadership principles that are rooted in psychological and managerial theories. The content of the program aligns around three motivational principles- creating a culture in which others feel connected, valued, and empowered. These elements lead to a culture of engagement and learning. These behaviors are then reinforced throughout the leadership lab monthly sessions.



MONTH 3 | FEELING CONNECTED: Directly after the formal training, participants engage in experiments on the job to practice the first set of skills which we call being “Flexibly Firm.” Leaders communicate a clear vision AND actively solicit other points of view. As a result, employees gain confidence in their leaders and feel heard, and respected. During this phase, participants typically experiment with behaviors related to listening, receiving feedback, setting expectations and conflict management. The participants share their successes and challenges with their small learning group during their first lab meeting which is facilitated by one of the instructors.



MONTH 4 | FEELING VALUED: Next, participants focus on the second set of skills which we call being “optimistically blunt.” Leaders practice honest, direct communications AND deliver it in a way that conveys empathy and support. As a result, employees appreciate the honest feedback and feel supported in the process. Again, experimentation occurs in-between the labs along with other supplemental learning such as videos and related articles to reinforce the learning. During this phase, participants typically experiment with behaviors related to performance feedback and recognition.



MONTH 5 | FEELING EMPOWERED: The last focus area is on the skillset of being “Thoughtfully Rogue.” Leaders practice establishing structure AND providing freedom for others to create, innovate and take ownership. As a result, employees gain greater focus and feel trusted to make decisions autonomously. During this phase, participants typically experiment with behaviors related to delegation, succession planning, innovation, and creativity.



MONTH 6 | REFLECTION & TRANSITION: At the end of the program, participants complete another 360 survey and meet with a coach to review their progress and discuss areas for on-going development. The participants prepare a final reflection assignment that captures their learning over the last six months. The entire group comes back together for one final session to share highlights from their learning experience and celebrate their accomplishments. The "ending" is more of a pause and transition to determine how they want to continue to intentionally focus on developing themselves as leaders, both individually and as a group.

BENEFITS OF THIS APPROACH

- Creates a community to support on-going action and reflection
- Employs the Experiential Learning Cycle format and Adult Learning Principles
- Leverages proven research in business, psychology, and neuroscience
- Focuses on implementation and building a support system of accountability
- Enhances self-awareness and situational-awareness
- Delivered over a six-month period to reinforce concepts and promote sustainable learning
- Customized to align to your culture

Let us know how we can help support and develop your leaders to prepare them for what's to come.



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