



Advanture offers a range of leadership development modules designed to help mid-level managers:

1. Align individual and team goals with organizational objectives
2. Build talent and maximize performance at all levels
3. Manage and lead proactive change
4. Execute organizational strategy

Modules can be offered in any combination and can be customized according to your unique needs.

Advanture's unique whole person learning system combines intellectual, emotional and social development to maximize business, personal and interpersonal effectiveness. The Legacy modules link together to form a foundational skill set for effective supervision, management, and leadership. **All modules are action-oriented and results-based, offering skills and tools that provide both "quick wins" and sustainable solutions for more complex challenges.** Participants also receive comprehensive tool kits with self-assessment and development tools that will be useful to participants as they progress through their careers.

Flexible Delivery Formats: Our program content is available in the form of workshops, action learning programs, consultation, and train-the-trainer formats, and can be adapted for employees and leaders at all levels of the organization.

Please contact us to discuss how leadership development can help you achieve your strategic business objectives.

Our most popular modules include:

Business Intelligence business effectiveness	Social Intelligence personal & interpersonal effectiveness
<p>Results-based Leadership:</p> <ul style="list-style-type: none"> ❖ Strategic leadership: driving the organization's agenda ❖ Supervision, management, AND leadership ❖ Hidden opportunities for leadership in the everyday ❖ Engaging employees' hearts and minds ❖ Building your leadership value proposition and agenda 	<p>Building Leaders at All Levels:</p> <ul style="list-style-type: none"> ❖ Building individual, team, and organizational talent ❖ Cultivation a culture of initiative and accountability ❖ Leveraging the lessons of experience ❖ Employee development tools and techniques ❖ Helping others build their leadership brand and agenda
<p>Leading Change:</p> <ul style="list-style-type: none"> ❖ Implementing initiatives and making them stick ❖ Why change initiatives often fail ❖ Different change models for different situations ❖ Metrics, first steps, quick wins, and major milestones ❖ Embedding change in organizational culture 	<p>Managing Transitions:</p> <ul style="list-style-type: none"> ❖ Helping people prepare for & make the most of change ❖ Dealing with the three phases of "transition" ❖ Enhancing buy-in and commitment to change ❖ Learning from resistance to change ❖ Dealing with non-stop change

<p>Creating a Motivational Environment:</p> <ul style="list-style-type: none"> ❖ Employee motivation and the bottom-line ❖ Toxic (dysfunctional) teams and organizations ❖ Meaning making: connecting employees to the vision ❖ Building a high performance culture 	<p>Motivating Employees:</p> <ul style="list-style-type: none"> ❖ Employee motivation strategies and techniques ❖ Mobilizing employee energy and commitment ❖ Engaging employee hearts & minds ❖ Your core strengths and leadership brand
<p>High Performance Coaching:</p> <ul style="list-style-type: none"> ❖ Identifying the highest leverage coaching opportunities ❖ Coaching for skills, values, attitude, and performance ❖ Situational (developmental) coaching ❖ Using delegation to build talent and add value ❖ Building a culture of coaching 	<p>Leadership Transitions:</p> <ul style="list-style-type: none"> ❖ What you should be doing at your leadership level ❖ Preparing for the next level of leadership ❖ Just in time coaching: coaching yourself and other through the key leadership transitions ❖ Building your organization's pipeline of talent
<p>The War for Talent:</p> <ul style="list-style-type: none"> ❖ Managing individual, team, and organizational talent ❖ Recruiting, developing, and retaining talent ❖ Orienting new employees and new managers ❖ Your "employee value proposition" 	<p>Interviewing & Hiring:</p> <ul style="list-style-type: none"> ❖ Hire for attitude, train for skill ❖ Fit for the job and the culture ❖ Behavioral-based interviewing ❖ How to see candidates in action before hiring them
<p>Building and Leading Teams:</p> <ul style="list-style-type: none"> ❖ Aligning team goals with organizational objectives ❖ Team vision, strategy, process, and culture ❖ Performance management for teams ❖ Launching new teams and re-energizing mature teams 	<p>Facilitating Group Discussions:</p> <ul style="list-style-type: none"> ❖ What teams should really be discussing ❖ Facilitation strategy and techniques ❖ Leveraging participation and diversity ❖ Group decision analysis and the big picture
<p>Performance Management:</p> <ul style="list-style-type: none"> ❖ The four pillars: performance planning, feedback, evaluation, and reward ❖ The evaluation: before, during, and after ❖ New trends, alternatives, and best practices 	<p>Situational Leadership:</p> <ul style="list-style-type: none"> ❖ Diagnosis: how to choose the right style ❖ Flexibility: using all four styles well ❖ Contracting: getting employee buy-in ❖ Development: building talent with all four styles
<p>Stakeholder Analysis:</p> <ul style="list-style-type: none"> ❖ How, why, and when to facilitate a stakeholder analysis ❖ Your role in creating value for all key stakeholders ❖ Metrics: balanced scorecard ❖ Managing the various agendas, priorities, and interests 	<p>Persuasion and Influence:</p> <ul style="list-style-type: none"> ❖ The uses and abuses of power ❖ 28 sources of power and influence ❖ Influence strategy, tactics, and action planning ❖ Selling your ideas & building a business case
<p>Fostering a Culture of Learning:</p> <ul style="list-style-type: none"> ❖ Strategic learning: learning to help the business win ❖ Fostering a culture of learning: working the organizational levers to build a learning organization ❖ Leading by example: your sphere of influence 	<p>Enhancing Your Learning Capacity:</p> <ul style="list-style-type: none"> ❖ Results-based learning: learning for results ❖ Your learning profile: leverage your strengths ❖ Learning and change ❖ The leader as teacher
<p>Time & Priority Management:</p> <ul style="list-style-type: none"> ❖ Time wasters and time savers ❖ Being proactive versus fire-fighting ❖ Prioritizing projects and action items ❖ Identifying and managing your priorities 	<p>Stress Management & Work-Life Balance:</p> <ul style="list-style-type: none"> ❖ Managing and reducing your stress ❖ Work-life balance and work-life integration ❖ Project: (1) reduce stress, (2) enhance quality of your relationships, and (3) enrich your life





<p>Value Added Customer Service:</p> <ul style="list-style-type: none"> ❖ The employee-service-profit chain ❖ Creating and leveraging value for customers ❖ Hardwiring the voice of the customer ❖ Building and sustaining a customer focused culture 	<p>Networking & Relationship Management:</p> <ul style="list-style-type: none"> ❖ The five Ws of networking ❖ Building and managing relationship ❖ Improving buy-in from other teams ❖ Integrity and adding value
<p>Goal Setting and Metrics:</p> <ul style="list-style-type: none"> ❖ Metrics, value, and accountability ❖ Aligning goals with organizational objectives ❖ Metrics for soft skills, values, attitude, and behavior ❖ Tracking first steps, quick wins, and major milestones 	<p>Managing Defensiveness:</p> <ul style="list-style-type: none"> ❖ Understanding the causes and symptoms ❖ Managing your own defensiveness ❖ Dealing with defensiveness in others ❖ Pre-empting defensiveness

The rate of learning by individuals, teams, and the company as a whole must meet or exceed the pace of change in the external environment. (Michelle Darling)

An organization's capacity to improve existing skills and learn new ones is the most defensible competitive advantage of all. (Gary Hamel and C.K. Prahalad)

People are the only long-term competitive advantage and lifelong learning is the only way to fully develop that advantage. (Richard Teerlink)

Experience is not what happens to you; it's what you do with what happens to you. (Aldous Huxley)

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