

BEHAVIORAL LEADERSHIP CUSTOMIZED WORKSHOP

Building Impactful
Leadership Skills



Aubrey Daniels International (ADI) offers a 2-day proprietary and customized Behavioral Leadership workshop that integrates training in effective coaching tactics with behavioral tools for focusing and motivating engagement. ADI's Behavioral Roadmap defines the focus of the behavior change, and our Leadership Coaching Process provides an efficient approach to establishing positive accountability for follow-through while shaping individual coaching skills.

What develops and endures as an outcome from this working session is a new organizational capability that can be directed at any challenge or results target your organization identifies.

OVERVIEW

This interactive working session helps participants manage change through a behavioral science framework. Leaders learn practical skills in how to pinpoint meaningful behaviors linked to results, provide helpful feedback, reinforce improvement through short coaching interactions, and evaluate the impact of their coaching. Behavioral shaping is integrated into the process to help leaders and those in their influence improve their impact and learn from each other.

ADI's Leadership Coaching Process is a systematic approach to identifying and shaping critical behaviors that drive business results. Based on the 5-Step Change

REGISTRATION

\$1,300/participant (*materials included*)

This seminar is conducted at your location for a minimum of 12 and maximum of 24 people. Larger session possible with dual facilitators.

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Process, it is designed to accelerate improvement by increasing the frequency of positive reinforcement and helping those being coached experience more natural positive reinforcement. It also serves as a positive accountability process.

The Leadership Coaching Process includes three primary components:

- **Planning** – A behavioral roadmap that identifies target business results and critical behaviors at each level to drive those results.
- **Touchpoints** – Precise and brief coaching interactions focused on the behaviors identified in the behavioral roadmap.
- **Debriefs** – Quick weekly sessions to share examples of touchpoints, learnings, and strategies while practicing real-time, concise and precise feedback, reinforcement, and suggestions for refinement

By offering customization for this working session, ADI is able to address the unique challenges faced by your organization.

WHAT YOU WILL LEARN

By the end of this session, you will be able to:

- Identify and address the behavioral causes of performance challenges
- Pinpoint key business results and critical behaviors that impact those results
- Develop and implement acceleration and sustainability processes for pinpointed results and behaviors
- Provide effective, objective feedback to shape and accelerate performance improvement
- Deliver quick and precise coaching that helps performers improve and drives the needs of the business
- Implement a shaping and positive accountability process for building and applying leadership skills

BEHAVIORAL LEADERSHIP IMPLEMENTATION

The Behavioral Leadership session provides the initial training and next steps for Behavioral Leadership implementation. ADI typically provides follow-up implementation coaching support to individual leaders and leader teams after this session. The purpose of the follow-up coaching is to turn key concepts into leadership practices and then convert those practices into more effective habits. The coaching support involves guiding correct practice, providing real-time feedback on observations, and facilitating the positive accountability or debrief sessions. This is how behavior change occurs and sustainability is achieved.

ADI

Regardless of your industry or expertise, one thing remains constant. People power your business. Since 1978 Aubrey Daniels International (ADI) has been dedicated to accelerating the business and safety performance of companies worldwide by using positive, practical approaches grounded in the science of behavior and engineered to ensure long-term sustainability. ADI provides clients with the tools and methodologies to help move people toward positive, results-driven accomplishments. Our clients accelerate strategy execution while fostering employee engagement and positive accountability at all levels of their organization.