



*“In Alignment and Contribution managers are shown the exponential power of aligning performance efforts with the vision and strategy of the company.”*

## Leadership Component 1: Vision

### Alignment and Contribution

#### **A Note on the Three Workshops in Leadership Component 1: Vision**

Companies realize the greatest benefit when managers focus their leadership effectiveness on making highly valuable contributions to the successful undertaking of the company's mission and vision and the successful execution of the company's strategies. This requires that managing leaders look beyond isolated, current performance to viewing the overarching, long term high value needs of the company and identifying the opportunities to make a significant contribution in these areas. The three workshops in **Leadership Component 1: Vision** work together to help managers acquire a powerful vision of successful managing leadership in action, to see themselves as effective managing leaders, and to focus their leadership on highly valuable contributions to the company.

These three workshops can be taken independently, but are most effective when taken together in one full-day workshop.

1. Vision of the Ideal Managing Leader
2. Leadership Effectiveness
3. Alignment and Contribution

#### **Overview of Workshop #3 - Alignment and Contribution**

In *Alignment and Contribution* managers are shown the exponential power of aligning performance efforts with the vision and strategy of the company. They are introduced to the difference between optimizing company performance and maximizing individual performance. They are introduced to the skill of balancing current performance with strategic performance development for the future. This workshop is available only to managers who have completed *A Vision of the Ideal Managing Leader* and *Leadership Effectiveness*.

#### **Workshop Objectives**

1. Managers understand how to align performance expectations and efforts to make the highest contribution to the company.
2. Managers learn how to work together as a management team to optimize overall company performance.
3. Managers understand how to balance current performance effectiveness with strategic performance, process, and organizational development.

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4. Managers understand how to link success stories to performance alignment and contribution.

### **Take-Home Value for Managers and Their Company**

1. Managers understand how to get the most value for their managing leadership efforts through alignment and contribution.
2. Overall company performance improves and continues to routinely improve as alignment and contribution become part of the company's culture.
3. Employees feel a greater connection to the overall performance of the company.
4. Through the use of success stories, managers and employees begin to develop a habit of aligning performance and directing performance towards highly valuable contributions to the company's mission, vision, and strategies.

### **Time Frame**

Half day

### **Post-Workshop Coaching**

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Alignment and Contribution*

Recommended coaching sessions: 4

Suggested areas of coaching support:

- Coaching is provided to help managers move from isolated individual and team performance to aligning performance with the company's vision and strategies and making highly valuable contributions to the company's success.
- Managers are assisted in moving to optimized performance objectives and in balancing current performance with strategic performance development.
- Managers are assisted in using success stories to create excitement and sustained effort around performance alignment and contribution.

### **Group Facilitation**

Contact us for customized group facilitation regarding this workshop.