



HPWP MASTER CLASS FOR EXECUTIVE LEADERSHIP™



Day One:

- Exposing the pitfalls of traditional leadership; revealing why change is needed
- Setting the stage for culture as a competitive advantage
- Addressing the barriers to growth that every high performance company must overcome
- Realizing how positive assumptions about people changes critical productivity metrics
- Recognizing negatives in the workplace and their impact on loyalty and performance
- Identifying differences between the values we communicate and policies in the workplace today
- Using powerful communication techniques to build a motivated and loyal team
- Answering the question, “How involved should employees really be?”
- Getting past conflict and eliminating silos; experiencing win/win outcomes

Day Two:

- Reversing the trend that 1 and 3 employees don't trust their leaders; exploring the results of high-trust workplaces
- Demonstrating value for employees through training and professional growth; sustaining new behaviors and skills
- Addressing competitive wages and benefits
- Experiencing how high expectations drive high performance
- Using a simple performance management model, guarantee increased performance
- Writing high performance job profiles that generate immediate, positive change
- Learning a performance counseling process that replaces traditional discipline with superior results
- Shaping the careers of employees through thoughtful development planning

Day Three (half day):

- Developing the transformative skill of personal accountability
- Staffing for “A” players; uncovering tools that ensure your ability to hire the very best people
- Calculating your ROI by predicting the tangible and intangible benefits of taking action
- Crafting a common leadership vision for a high performing culture
- Forming a clear strategy and defining next steps to build your high performance team