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