

Contributing Through Others™

CROSSING THE LINE OF LEVERAGE

Emerging leaders face a daunting challenge—transitioning from successful independent contributors to organisational leaders who contribute through others. Two-thirds of all new leaders never successfully make the transition. Why do they fail?

Because they don't know how to *leverage their contribution*. They maintain their old methods of getting things done rather than learning to contribute through others. They don't build new competencies, broaden their influence, or develop and inspire their teams to the extent that's required by the new position.

Becoming a leader requires you to contribute in a fundamentally different way—through others. That's what the organisation expects and requires of you. That's what leaders do.

Contributing Through Others™ helps you understand your role as a leader and its impact on the business and provides you with a pragmatic approach to becoming an exceptional leader.



BUILDING THE CAPACITY OF INDIVIDUALS AND ORGANISATIONS WORLDWIDE



PROGRAMME SPECIFICATIONS: Contributing Through Others™

Contributing Through Others™ is the newest leadership programme from Novations. This one-day training programme is available for on-site delivery and can be customised to meet your organisation's specific needs.

PROGRAMME AGENDA

Business Case

- Analyse how your organisation will benefit by having you increase your contribution through others (Stage 3 role)

Your Leadership Role

- Plan and commit to incorporating Stage 3 behaviours into your work
- Analyse behaviours that could cause you to fail in a stage 3 role
- Assess where you are on the Stage Continuum

Building Trust

- Influence others by demonstrating strong and trusting characteristics
- Demonstrate the importance of establishing openness and trust in all relationships
- Use the three C's (Consideration, Credibility, Consistency) of building trust
- Understand the importance communication plays in building trust
- Use the Novations Cornerstones™ to plan for a trust building conversation

Developing Others

- Understand the commonly expressed barriers to development
- Commit to ensuring that everyone is developed, not just the "go to" people
- Create a dialogue plan for holding a development conversation

Developing Breadth

- Understand the different ways you can develop breadth
- Analyse areas where you currently need to broaden or develop breadth
- Plan specific actions for self development

Building Networks

- Create a plan to develop and maintain good relationships with influential contacts outside of your immediate organisation

Contributing Through Others™ Programme Logistics and Outcomes

Audience: New leaders or managers who need to learn how to leverage the contribution of others to achieve results

Length: One day

Trainers: One Novations training consultant

Class size: 10 - 20 participants

Methodologies: Lecture, exercises, role plays, and peer and consultant feedback

After completing this programme, you will be able to:

- Analyse how your organisation will benefit by having you increase your contribution through others
- List and analyse any barriers that could cause you to fail in a Stage 3 (Contributing Through Others) role
- Plan and commit to practice the critical functions that enable success
- Create a plan to develop and maintain good relationships with influential contacts outside of your immediate organisation

For more information about how Novations can increase performance in your organisation, please visit our website www.novations.com, email info-uk@novations.com or call **01189-842608**.