

The Culture Hacker Leadership Performance Program (12-month Licensed)

Objective

The Leadership Performance Program aims to provide middle-level managers with insights, information, and ideas on how to elevate their leadership skills and ability to engage and retain their best people. This program equips participants with the skills required to lead people and themselves at a high level.



This leadership program is designed to develop a manager's ability to execute their people responsibilities, inspire excellence, help the organization adapt as necessary, and sustain long-term success. The program is the most comprehensive and engaging leadership performance program available, developed from SGEi's many years of working with, consulting for, and elevating leadership for organizations worldwide.

Outcomes

This interactive learning experience led by an SGEi-certified leadership coach is a memorable, motivating, and effective development opportunity for managers to improve their leadership capabilities. Outcomes include:

1. Personal leadership: Managers will be able to recognize their emotions, strengths, capabilities, and tendencies and understand how to deploy them to influence, inspire, and effectively motivate others: their team, peers, leaders, customers, and clients. The emphasis is on emotional intelligence, values, motivation, and relationship-building.
2. People leadership: Managers will understand how to build an effective team culture that drives performance and retains the best performers. The emphasis is on leading culture and values, recruitment, welcoming new team members, engagement, informal and formal feedback, recognition, accountability, and communication.
3. Change leadership: Managers will learn how to think outside the box and build a culture of creativity within a team. The emphasis is on creativity, identifying the need to change, developing plans, execution, and sustainability.
4. Results-based leadership: Managers will learn how to define and execute their goals. They will know how to use the mission-planning framework utilized by special military operations to achieve objectives successfully with flawless execution. The emphasis is on connecting purpose with goals, SWOT analysis, strategic planning, time management, and how to build a support network.

"The Leadership Performance Program has been a life-changing experience for me with my one-on-ones. I learned how to set boundaries, that it was ok to say no, and to put myself first – not just at work but also in my personal life. Our coach's enthusiasm, passion, and encouragement were awe-inspiring and have given me more confidence and belief in my self-worth."

—LPP Graduate, 2024

The Learning Experience

The program will involve ten live two-hour virtual learning experiences.

1. **An Introduction to Leadership:** Leadership and management are two sides of the same coin. Participants will understand why the differences are important, how the two skills are crucial for organizational success, and why leadership is critical for cultural success. They will also learn about the five habits leaders practice to inspire their team's hearts and minds.
2. **Emotional Intelligence Part 1:** In the first emotional intelligence (EQ) module, participants will learn about EQ and its first two competencies: self-awareness and self-management. They will understand how their emotions and actions can impact others and why they must manage their impulses and responses. They will also discover the importance of values as they relate to emotional intelligence and leadership.
3. **Emotional Intelligence Part 2:** In the second module, wrapping up the discussion on EQ, participants will learn about the final two competencies of emotional intelligence: social awareness and relationship management. Participants will consider how their interactions with others shape their leadership and discuss ways to manage relationships positively in the workplace.
4. **Effective Communication:** This module focuses on how to communicate effectively with others verbally, in writing, and through their actions while reviewing how to employ empathetic listening and ensure their messages are understood. Participants will also discover how to lead effective meetings.
5. **The Art of Coaching:** Participants will learn the differences between informal and formal feedback, the characteristics of informal feedback, and the proven, effective informal feedback model. Participants will learn how to utilize the performance coaching grid, provide meaningful recognition, and have tough conversations.
6. **Build a Great Team:** This module helps participants understand the core dynamics of a great team and what a leader can do to elevate their team's performance. Participants will discover how to develop a shared mission and purpose and foster accountability.
7. **Sparking Creativity and Innovation:** Participants will learn about creativity and innovation and how to instill these in their teams and businesses. Participants will learn to overcome stagnant thinking and get their people thinking outside the box.

8. **Champion Inclusion:** Participants will learn about the leadership expectations that will help them be successful in their roles, specifically “Champion Inclusion.” This module will provide an overview of what bias is, why it’s important to recognize it, how to address and combat unconscious bias, and how to create an inclusive environment for all team members.
9. **Be Intentional with Your Time:** Participants will learn about the four B’s of intentional scheduling: Boundaries, Blocks, Breaks, and Business Administration. They will also understand their high-priority activities for both their professional and personal lives and how to build a weekly schedule.
10. **Lead Yourself First:** We put many demands on a manager to lead and develop others, and yes, not enough is done to help managers deal with stress, maximize their energy, and maintain their well-being at work. Participants will learn about the importance of listening to themselves and others, the impact of ongoing stress both in and outside of work, how to reset energy and stress levels throughout the day, and how to develop a support system at work that will help them perform at their best professionally and personally.

“The impact with those you have worked with is obvious. They [have] become more excited about their own personal development and that of their peers and teams. This has certainly been a benefit to our company’s growth, professionalism, productivity, and ability to take care of our customers.”
—Kelcey Marr, HR manager, World Link Media

One-on-One Coaching

The program also provides participants with two one-on-one 60-minute coaching opportunities.

Monthly Thought Leadership Newsletter

Participants will receive monthly newsletters that include a collection of relevant media, thoughts, and reminders on leadership and how they can continue to grow.

Executive Recap Notes

Direct managers of all participants will receive recap notes based on each module. These one-page overviews will outline the key ideas covered in each module to encourage content-specific discussions to support participants’ learning.

Retail Investment

\$1,900.00/person (minimum of 12 participants/maximum of 20 participants)