

The Leader's Edge: Preparing for Performance

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CLIFF NOTES FOR WORKSHOP

- Love the people you work with.
- Develop trust.
- Connect with your employees.
- Scan the environment for: training, challenges, economy, technology, competition, personnel and politics impacts.
- Do a SWOT analysis; encourage employees to complete SWOT for their work.
- Willingness or Ability are causes of low performance.
- Red flags that may predict low performance: increased absenteeism, reduced participation, extraverts become introverts, only doing minimum amount of work, unhappy.
- Set clear expectations.
- Establish objectives using SMART model.
- Communicate expectations and objectives routinely.
- Coach according to the development level of the employee.
- Coaching focuses: expectations and objectives, expanded opportunities, learning opportunities (assignments), additional responsibilities, job change/promotion.
- Use one-minute positive reinforcement and one minute redirection.
- Celebrate individual successes. <https://tinyurl.com/mrywpyyr>
- Implement consequences for continued lack of performance, when coaching has not resulted in positive change.

RESOURCES

Inc. Magazine, *3 Rare Signs That Say You Were Meant to Be a Good Leader*, <https://tinyurl.com/mrywpyyr>
Ken Blanchard, *Are You a Directive or Supportive Leader?*, <https://tinyurl.com/2nnmxptn>

LEADERSHIP DEVELOPMENT SOLUTIONS - *Greene and Associates, Inc.*

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THE LEADER'S EDGE SERIES

Preparing for Promotion

April 19, 2022 - 9:00-10:00 a.m. CST
<https://tinyurl.com/w5w3d4a6>

Preparing for Challenges

July 19, 2022 - 9:00-10:00 a.m. CST
<https://tinyurl.com/22z7zfb>

Preparing for the Future

Oct. 18, 2022 - 9:00-10:00 a.m. CST
<https://tinyurl.com/59f32ak>

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