

What does
active leadership
mean?



active
leadership



Organizational health will surpass everything else in business!

Please image the following scenario:

Your organization and/or your executive leadership team is at their annual medical check up.

How would you, as the doctor describe the health of your organization and/or leadership team. The doctor normally looks at a couple of parameters. Patrick Lencioni, in his book

"the advantage", describes the health of an organization based on employee turnover, amount of politics, and a high degree of morale and productivity (speed of decision making and the success of all change projects).

If you look at these parameters; **How healthy is your organization and your team?**

Does this quote from Patrick Lencioni apply in any way to your organization?

"No matter how good a leadership team feels about itself and how noble its mission might be, if the organization rarely achieves its goals, by definition, it is not a good team."



How do you see your leadership team?

How would you describe your ideal leadership team and their behavior?

How far away is your team and where do you see room for improvement?

What kind of leadership training and executive team development do you do currently?

Are you satisfied with the performance of your leadership team?

How would you describe the effectiveness and the results of this training?

How would you describe the culture of your organization? What would you like to change?

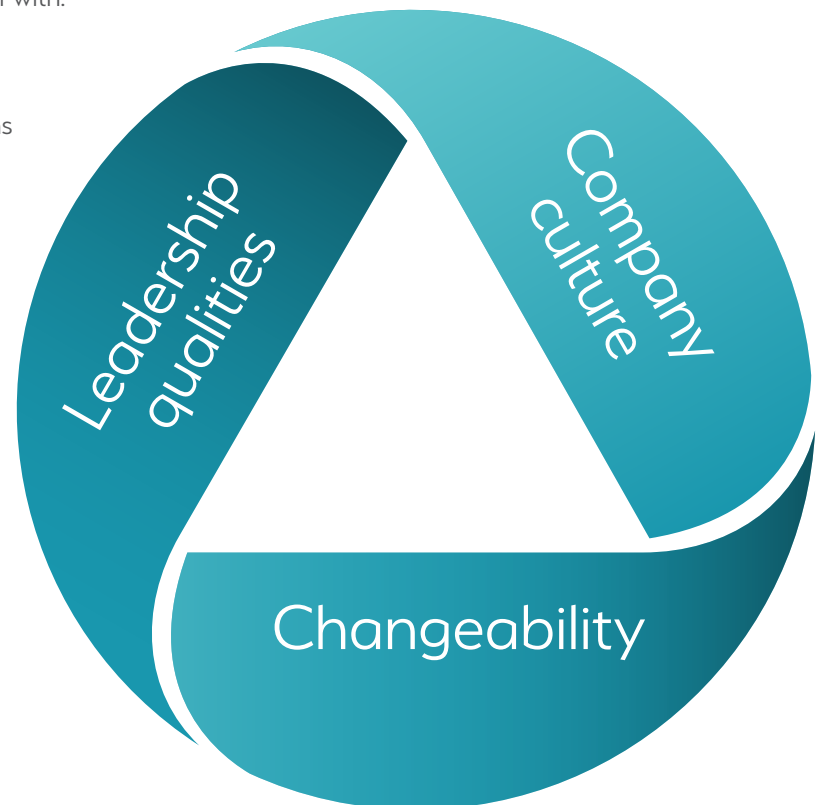
Build a cohesive leadership team!

Our approach will make your leadership team more agile and create sustainable positive results!

As the first step you have to assess your leadership team and build a strong team with practical tools & methods. We can support you to build a strong COHESIVE leadership team with:

- a) Maximum trust, openness and transparency
- b) Culture of accountability
- c) Enhanced commitment and buy-in to company decisions
- d) Focus on achieving collective results

High-performing leadership teams are the backbone of any organization and one of the last UNTAPPED resources for growth.



As the second step, your cohesive leadership team is enabled to foster the desired culture. The leadership team must build, practice and live the culture as an operating system for everything else.

The first two steps create the ability for the organization to change tools, processes and strategies.



Create changeability!

Changeability requires a strong "active leadership", because change is hard!

Resistance is a natural human reaction to any change. We should not be surprised by it. It is important not to underestimate the power of the "status quo=comfort" with how things are done today.

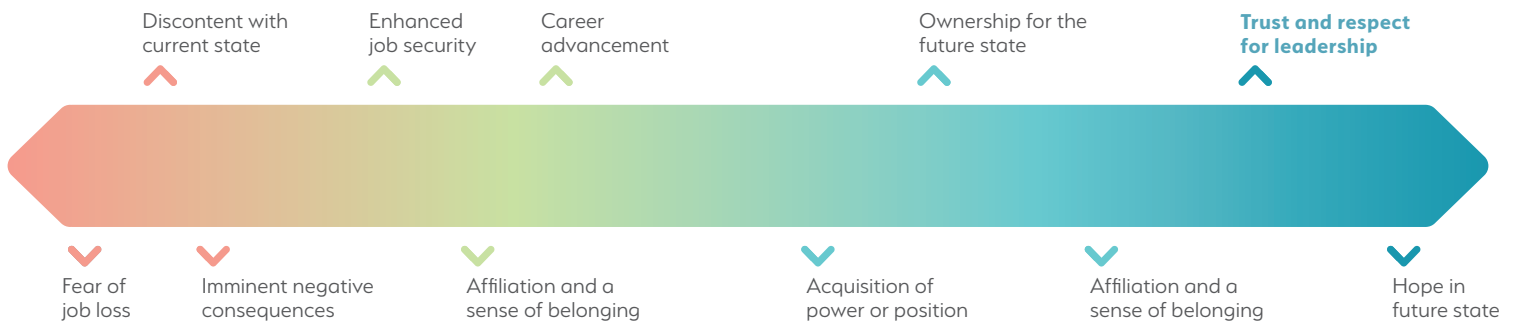
In addition, we should be aware that employees and managers are affected differently. Employee resistance is based on lack of awareness why a change is needed, a change saturation, fear or the lack of support from leadership. Resistance from managers is different and mostly due to a lack of awareness and knowledge about the change, a lack of buy-in, an organizational culture,

and a lack of confidence in their ability to manage the people side of change.

Managers and leaders cannot control an employee's desire to change. The employees chooses. However, managers/leadership have power to manage change. Resistance does not occur in a vacuum. The context of personal and family situations and the organizational history of culture and change saturation all have a major impact.

When you look at this "hope-to-fear spectrum" you see the importance of leadership.

Hope-to-fear Spectrum





Seize the advantage! What makes us unique:

We believe, we need more great leadership and more cohesive executive teams. We behave with passion, energy, humility and emotional intelligence. We provide services and resources for leaders who want to make their organization more successful.

We will differentiate ourselves based on our long-term coaching experience with:

- Prosci and Everything DiSC certified and experienced
- Special practical tools & methods which can be utilized immediately
- Strategic use of scientific proven Everything DiSC assessments for dialogue not diagnosis
- Application of the Prosci ADKAR model
- Interactive workshop format with no PowerPoints, strongly results driven
- Combination of rational and emotional exercises

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