

# Leading for High Performance

## A Customized Leadership Development Process



*Most leaders push themselves harder and harder to improve results, what most don't recognize however, is what they need to do differently. Through our leadership development process your leaders will learn to turn off automatic pilot, will understand their personal leadership style and how it supports or hinders their effectiveness, and will develop new skills, practices and behaviors that will allow them to lead their teams to achieve higher levels of performance.*

### The Leadership for High Performance Process



#### 1. Leadership Assessment

Your leaders will complete Kinect's leadership assessment to identify their strengths and opportunities for improvement in relation to the behaviors and practices that are most critical to leadership effectiveness and to your organization's culture and performance. The assessment can be customized to reflect the specific values and goals your organization is striving to achieve. The Assessment phase also includes a goal setting and strategic planning meeting(s) with key stakeholders to set clear and measureable performance improvement goals. We may also conduct interviews to gain greater insight into the organizational culture, team dynamics, and needs of the leaders.

#### 2. The Leading for High Performance Workshop(s) and One on One Coaching

The results of the leadership assessment will inform the design of your leadership development sessions and coaching process to ensure your leaders will:

- Develop skills and knowledge related to their common needs as identified by the Leadership Assessment, and will have the opportunity to practice new skills and receive coaching from the Leadership Coach.
- Spend one on one time with their Leadership Coach who will provide feedback based on the Assessment and their observations of the individual as they participated in the leadership development session(s). The leader will be coached on practices they need most in order to achieve their own and their team's potential and will develop an action plan for moving forward.

### 3. Maintaining Momentum

The leadership assessment will be administered again 4 to 6 months after the program. The leaders come together again in a follow-up session with their Leadership Coach where they receive their assessment results, assess their progress and determine their next development steps.

#### **The results of the *Leading for High Performance* process will include:**

- ✓ A true understanding of each leader's specific strengths, performance gaps, and opportunities for improvement.
- ✓ Clear identification of the barriers affecting the leaders' ability to perform at their best.
- ✓ The development of clear and measurable performance goals.
- ✓ A customized and practical program that:
  - Addresses the challenges specific to your leaders (as opposed to general leadership practices).
  - Ensures leaders understand the factors essential to high performance leadership within your organization.
  - Provides leaders with individual, dedicated attention, feedback and coaching.
  - Provides leaders with the means to turn learning into action and achieve measurable improvement in their leadership effectiveness.
  - Supports leaders in achieving their goals and provides a means for measuring progress towards goal attainment.
  - Creates buy-in and engagement from the leaders over the long-term.
  - Creates greater commitment and accountability to organizational success.
  - Achieves measurable results and sustained change.

**Your leaders *can* achieve better results with less struggle.  
Contact us to learn more.**

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# About K&Co.

Our greatest satisfaction is seeing teams and leaders surprise themselves by what they can accomplish.

For over 30 years, we have been helping teams and leaders to bring out the very best of themselves by providing simple yet powerful learning and tools that enable extraordinary transformations in performance, engagement, and results.

Our action-oriented learning programs, team and leadership development processes, assessment tools and learning materials have made a difference in companies worldwide. Our models and books are used by Post-Graduate programs in Universities in Canada and the U.S to enable the strengthening of teamwork, leadership and organizational culture in both private and public sector organizations.

Our books include:



We'd love to connect with you to learn more about you and to share how we are helping teams and leaders to create extraordinary results with less struggle.

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