

Professional and Continuing Education Programs  
from TalentSprint

# High Performance Leadership Workshop



**Recognize Values • Empower Teams • Delight Customers**

What is the difference between a good manager and a high performance leader? How can good managers be mentored and cultivated to become outstanding leaders who can motivate their teams to bring about disruptive breakthroughs in performance? In today's knowledge based economy, companies know that employees are their source of competitive advantage and retaining and growing the top talent is one of the most important strategic initiatives.

TalentSprint's High Performance Leadership program uses well known industry frameworks together with lectures, case studies and discussions to motivate managers to discover their inner strengths and leverage them to deliver outstanding products and services to their clients.

# WORKSHOP CURRICULUM



## Leadership Point-of-View:

- ➔ Based on pioneering work done by Robert Hartmann and Jim Collins, the session focuses on how high performance managers can discover their inherent leadership point of view and become far more effective at work.

## Management Style Preferences:

- ➔ Using Myers Briggs Type Indicators, this session helps high performance leaders appreciate their own preferred management styles and interface with those of their peers, subordinates, and superiors.

## Team Leadership and Motivation:

- ➔ Using Maslow, McGregor, and Herzberg this session allows high performance managers to understand the power of motivation in team management.

## Client Relationship Management:

- ➔ Adapted from the work of Fred Reichheld, this session teaches how to measure client satisfaction; and the connection between client satisfaction and business growth.

## Trusted Advisor:

- ➔ Based on the research done by Maister and Green, this session allows high performance leaders to become adept at building lasting and profitable relationships with high value clients.

**Most high-growth companies struggle to accelerate their pace and build up the leadership required to take advantage of market opportunities. They would like to transform high potential operational middle and senior managers into high performing, well-rounded inspirational leaders. TalentSprint's experiential program, taught by seasoned industry professionals, uses exercises, introspection, facilitated discussions, psychometric instruments and assessments to bring about a visible change in its participants and help them achieve their goals at a professional and personal level.**

### Enables participants to:

- ➔ Discover and articulate their core values.
- ➔ Use their core values and defining experiences to create a unique leadership point of view to coach their teams.
- ➔ Engage and motivate people by understanding their development cycle and using the right behavior with them.
- ➔ Assess their own position on the Maslow's hierarchy and use the same to understand their team's behavior.
- ➔ Use McGregor and Herzberg's constructs to assess their leadership beliefs about people.
- ➔ Understand the principles behind becoming a trusted advisor to their customers, and understand how to create passionate advocates among them.

*This program has been conducted for Infotech Enterprises, Andhra Bank, State Bank of Hyderabad, Union bank of India, Indian Overseas Bank and Overseas Bank of Commerce*

“As the leader of a large, well-respected, high-growth organization I struggled to mentor, nurture and coach my team to transform them into high performance leaders and trusted advisors to our clients. Utilizing our personal experiences and well recognized industry frameworks, we designed this curriculum that won't just train participants but inspire and transform them into outstanding leaders.”

- Santanu Paul  
CEO, TalentSprint