



TARGET GROWTH AREAS

- Team Leadership
- Tools To Motivate Performance
- Emotional Intelligence
- Coaching Skills
- Performance Feedback
- Accountability and Assertiveness
- Continuous Leadership Development

"One of the top reasons why employee retention suffers is not due to a lack of money, but to a lack of recognition, inclusion and appreciation."

-Joe Takash

WHAT CLIENTS SAY

When asked: "What ideas or practices will you take back and use on your job?"

Some of the participant comments were:

- The importance of my communication and attitude with others.
- How to provide more feedback.
- Measure my own performance.
- Effective listening and recognition skills.
- Motivational techniques.
- Keeping others accountable.
- Tools for encouragement/compassion.
- How to show appreciation and support.
- To think about and communicate vision.
- Great workbook - easy to follow.
- Match intent with behavior.
- Patience, communication and several helpful suggestions and approaches.

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LEADING BY ENCOURAGEMENT

Effective leaders realize that to be successful in today's working world, they must practice creating an environment which fosters results-based feedback and positive morale. Leading By Encouragement, (LBE), is a two-day program focusing on the strategies for motivating performance through feedback and building confidence in others. Attendees will be provided tangible tools for motivating performance through recognition and empowerment with better outcomes than fear or intimidation.

TARGET AUDIENCE AND GROUP SIZE

Mid to senior level managers who must interface and lead people in order to get things done. Group size can range from 15 to 20 participants.

PARTICIPANT BENEFITS

Walk away better able to:

- ✓ Build a healthier team through transparent communication
- ✓ Productively and tactfully confront challenging people and situations
- ✓ Build morale through recognition and creativity
- ✓ Model the behaviors which set a positive leadership example
- ✓ Utilize a proven coaching process that helps others grow/improve
- ✓ Foster loyalty through approachability and openness

ACCOUNTABILITY & MEASUREMENT

Check-points to elicit positive change include group presentations, self-assessments and assignments between Days 1 and 2 to reinforce accountability and inspire continued progress after the training. These reinforcing approaches help boost sustainability and daily practice by more of your people.

PROGRAM SCHEDULE

LBE is a two-day course, running from 8 am until 4 pm, with up to 4 weeks between Days 1 and 2. This intentional spread allows time for application and helps build sustainable leadership habits.

Day 1: Developing Others: Coaching and counseling for peak performance

Day 2: Sharing Your Knowledge: Building results through empowerment and emotional intelligence

HIGH INTERACTION

Adults expedite growth by being involved, applying skills and learning from both the consultant, as well as their peers. Leading By Encouragement is highly interactive, provides practical approaches for every day use and lends itself to noticeable improvements in managers' and leaders' performance.

PROGRAM INVESTMENT

\$17,000 plus necessary travel expenses and accommodations to secure training location(s).

Program includes workbooks for all participants.