

Achieving organisational greatness through Knowledge Age leadership.

The challenge: Are your high-potential employees ready to lead?

As the current generation of leaders marches toward retirement, many organisations are already finding it difficult to find qualified replacements. The challenge lies in both the numbers and experience; there simply aren't as many workers as will be needed to fill vacated leadership slots, and those potential managers who are available will only bring 5-10 years experience with them.

One of the ways organisations are preparing for this impending leadership crisis is to prepare existing frontline employees to take on larger roles as they grow with the organisation. This approach not only "future proofs" against a mass exit of experienced leadership, it gives organisations the ability to retain vital institutional knowledge, as well as attract and retain high potential employees.

The four chronic leadership problems

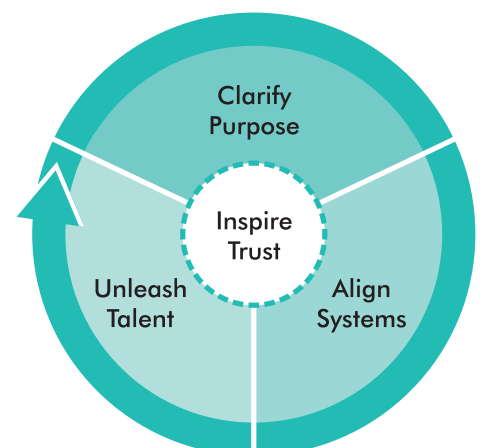
As we transition from the Industrial Age to the Knowledge Age, organisations today face four chronic leadership problems.

- 1 Trust in leaders at historic lows.** Just when the payoff for trust was never higher, we have wary customers, hesitant partners, a cynical public, and suspicious employees.
- 2 Strategic uncertainty.** Challenges that once took years to materialise now arise overnight; competitive advantages vanish, governments vie for capital and talent - and hyper-paced technological change means that someone on the other side of the world just turned your business on its head.
- 3 An ominous shortage of experienced leadership.** In rapidly-growing countries there is a lack of qualified leaders. The result? Inconsistent execution, weak decisions, missed opportunities, and unfulfilled employees.
- 4 The war for talent.** Just when the right idea can change an industry, knowledge and creativity are at a premium - and totally mobile. People no longer satisfied with just showing up for work, want to make a difference. The best people hire their employers, not the other way around. And the contribution they can make is more motivating than their paycheck.

The solution

Leadership Foundations: Preparing future leaders for the Knowledge Age.

FranklinCovey's Leadership Foundations workshop prepares individuals to take on significant leadership roles and responsibilities in the future.



In this intensive one-day workshop, participants:

THE 4 IMPERATIVES	OUTCOMES
1 Inspire Trust	Increase influence with peers, co-workers, and superiors through greater trust.
2 Clarify Purpose	Make a greater contribution to the team by linking their work to a clear and compelling purpose.
3 Align Systems	Improve efficiency by aligning their work to the most important objectives of the team and the organization. Accomplish better results by implementing a proven system to execute on critical priorities.
4 Unleash Talent	Increase the capacity of the team by helping peers and co-workers to find their voice and volunteer their highest talents.

Empowered learning process



Preparation

Individuals prepare for the workshop by reviewing an overview of the programme and completing a short leadership questionnaire.

Workshop

Individuals are introduced to the 4 Imperatives of Great Leaders, gaining skills to help them make a greater contribution as they grow with the organisation.

Implementation

To ensure your emerging leaders have the opportunity to start implementing the principles of great leadership, participants are supported with a handbook and tools and are required to follow a "21 day contract" in which they complete exercises and implement their action plans.

What participants receive

Powerful tools for future leaders:

- Spiral-bound participant guidebook
- Implementation handbook
- Pocket reference card
- Tools CD

Who should attend?

Leadership Foundations is ideally suited for:

- High-potential individual contributors
- Project leaders
- Informal leaders

Start preparing your future leaders today

FranklinCovey's Leadership Foundations workshop is available as an Open Session, Inhouse Programme or personnel in your organisation can be certified to facilitate the workshop. For more information contact your FranklinCovey Client Partner or call +27 (0) 11 483 2128.