



## Strategic Leadership and Professional Learning Organizational Social Systems Transformation

Our innovative and professional, **Organizabonding** © and **Cultureal** © Strategic Transformational Leadership and Management Training (STLMT) will facilitate the alignment of your Organizational Mission and Goals (OMG).

*Current research findings indicate that 74% of the workforce is disengaged from their work, 37% of the workforce is being bullied, 72% of bullies are bosses and that one non-performing worker erodes productivity and service delivery by 30-40%.*

**KEYWORDS:** Children, Celebration, Competence, Diversity, Embrace, Empowerment, Excellence, Ethics, Grow, Innovation, Integrity, Leadership, Legacy, Mentoring, Outcomes, Passion, Respect, Risk, Stewardship, Teamwork, Transparency, Understand, Wellness.

### 1. Leadership Strategies

**We will help you:**

- Align the values in your organization
- Liberate your strategic transformational leadership skill sets in leading the business culture
- Identify and embrace your preferred leadership style
- Conceptualize leadership as leading change and management as managing day to day complexities.
- Utilize the mentoring model to grow your leadership team.
- Build high performance teams through inspiration, motivation and equitable performance appraisals.

### 2. Professional Interpersonal Relations in the Workplace

**This training will help you:**

- Realize that the senior leader is responsible for the strengths and weaknesses in any organization
- Reinforce your understanding of your own behavioral styles
- Enhance your understanding of the behavior of other people
- Improve team productivity by improving the pleasure of working with others
- Maximize commitment to organizational mission and goals
- Manage self before you try to manage others.

### 3. Understand , Promote and Celebrate Diversity in the Workplace

**We will:**

- Help you co-create a workplace worth working in for all.
- Reinforce your latitude of tolerance
- Enhance your adaptive leadership and management skills
- Improve your understanding and recognition that diversity is in your own and everyone's best interest, as well as the overall interest of the organization.
- Balance unobtrusive intervention and direct confrontation.
- Increase your diversity appreciation skill sets
- Help you audit and develop your diversity plan
- Reinforce your diversity code of ethics

### 4. Effective Communication in the Workplace

**You will:**

- Practice that communication is the lifeblood or glue that makes your organization thrive.

- Understand that diversity can cause communication barriers
- Explore interpersonal communication
- Practice the 7% verbal and 93% non-verbal communication rule
- Develop strategies for giving and being receptive to feedback
- Discover communication “deaf spots”
- Distinguish between assertive and aggressive communication styles
- Practice effective public speaking and communicating the organizational message with impact
- Develop the art of storytelling and metaphors while utilizing the science of research.

## 5. *Promote Workplace Peace Principals*

**This training will:**

- Affirm that each one is an individual
- Reinforce your understanding that peace starts with you
- Enhance your knowledge of peace principles
- Teach you that peace is possible in the workplace
- Help you understand freedom’s principles
- Teach you that perception drives interaction
- Help you understand that you are more likely to hear the truth from an enemy than from a friend.
- Elucidate that a smile and a handshake is not a guarantee of support

## 6. *Ethics in Administration*

**We will help you:**

- Understand that an ethical workplace is the responsibility of senior leadership
- Improve organizational structures and reporting relationships, resulting in measurably increased human productivity and service delivery, reduced organizational risk and significant improvement in leadership and management abilities in some and willingness to follow in others.

## 7. *Cultural Competence*

**We will help you:**

- Practice your cultural competence with confidence
- Understand that culture to the organization is what personality is to the individual
- Gain knowledge of content needed to close the cultural competency gap.

## 8. *Conflict Management*

**We will help you:**

- Understand preferred communication styles
- Practice the formula: Power+ = interests X capability X will
- Understand that conflict is a balancing of social powers
- Understand that a gap between expectations and power causes conflict
- Understand that cooperation depends on expectations aligned with power
- Practice negotiation through conflict to create an interpersonal contract