Driving High Performance and Results

Developing organizations through people, processes and decisive action

> **Professor Aronson inspired me to challenge myself and the course provided an excellent framework for leadership and networking with experienced participants.**
>
> Jason Ryan - Takeda Canada Inc

OVERVIEW

If athletes strive to achieve a state of flow or being "in the zone," feeling fully energized and immersed in peak performance, why wouldn't organizations aspire to the same goal?

In this course, you will look at the competitive fitness of your workplace, department or even project. It starts with leadership insights to smoothly align people and processes for positive performance, growth and handling the unknown. You then look at overcoming the execution barrier by understanding the levers and techniques to decisively act on strategies. Finally, the course focuses on empowerment and sustaining results in the long term.

KEY BENEFITS & TAKEAWAYS

- Understand and apply key organization development approaches
- Enhance the ability of you and your team to effectively deal with the unknown
- Analyze and improve the proper functioning of key processes you rely on daily
- Explore ways to develop a shared vision and approach to drive results
- Take away a high performance toolkit which can be applied to your workplace

WHO SHOULD ATTEND?	This program is designed for managers and individual contributors looking to improve the performance of their surrounding team and processes. Perfect for those looking for practical methods to define and execute their work efficiently and effectively. The content applies to all types of organizations from small businesses to multinationals in both private and public sectors. This is an excellent next step for those who have completed the Effective Leadership program (though it is not a pre-requisite to join).
PROGRAM IN DETAIL	The learning framework is highly interactive, including best practice examples, hands-on work and opportunities for peer networking. You will leave with a personalized plan for your own high performance changes back in the workplace.

Key Themes covered over the duration of the program include:

DAY ONE

Introduction

- What is organizational development?
- Redefining assumptions about people and performance
- Setting the stage to deal with today's reality

You as a High Performance Leader

- Your leadership values and work habits – understanding levers and barriers
- Developing shared vision and values for success

DAY ONE (Cont'd)

Executional Excellence

- Empowering people to be accountable and make things happen
- Actively taking control of your time and priorities
- Maximizing your productivity with people
- Techniques to turn around ineffective meetings

DAY TWO

Driving Results

- Building consensus and team decision making
- Habits and processes to continually improve the organization

Taking Action - A Plan for Performance, Execution and Results

- Resolving the issues that inhibit peak performance
- Identifying key success factors
- Putting the right people in place for effective execution
- Creating accountability for sustained results

Faculty and Learning Approach

As an integral part of McGill's Desautels Faculty of Management, the Institute's faculty team is comprised of McGill University professors and lecturers as well as highly-rated academic and business experts from around the world.

Please visit our website to review the complete faculty team assigned to this program.