

KIRK DANDO:

TWO DAY PREDICTIVE LEADERSHIP PROGRAM

This is an outline of the approach I would take to conduct a two day leadership and growth program utilizing the principles from Predictive Leadership. Most of my trainings use the basic framework from Predictive Leadership but are customized to meet the needs of the client.

I base my training program on years of working with successful growth-hungry leaders in a variety of industries. Over the years, I have come across a powerful coaching tool called Accelerated Learning. Dr. Georgi Lozanov of Bulgaria developed the initial concept.

Accelerated Learning is based on the way people *naturally* learn and not on the unnatural, mechanistic and material intensive methods of learning dominant in the 19th and early 20th centuries.

Major Principles Of Accelerated Learning:

A Positive Learning Environment. People learn best in a positive physical, emotional, and social environment, one that is stimulating and relaxing at the same time.

Total Learner Involvement. People learn best when they are totally and actively involved, take *full responsibility for their own learning*, and use all their senses. Learning is not a spectator sport but a participatory one. It is not the passive consumption of presentations and learning material, but the active creation of value on the part of the learner.

Variety That Appeals to All Learning Styles. People learn best when there is a rich variety of learning options that allows them to use all their senses and exercise their preferred learning style. A properly arranged learning smorgasbord will always yield better *results* than a one dish at a time meal.

Collaboration Among Learners. People generally learn best in an environment of collaboration. All good learning in life has a social base. Traditional learning emphasizes competition between isolated individuals. Accelerated Learning emphasizes collaboration among individuals as members of a learning community.

Learning in Context. People learn best in context. Facts and skills learned in isolation are hard to absorb and quick to evaporate. *“I hear and I forget, I see and I remember, I do and I understand.”* The best learning comes from doing the work itself in a process of real-world immersion, experience, feedback, reflection, evaluation, and re-immersion.

This approach has proven to be very successful with my clients in transferring the necessary knowledge, skills and attitude to take their leadership team to the next level of performance.

At a recent leadership training program we conducted for a high-growth company, a participant stated the people present were not “classroom people.” By this he meant they could not just sit and listen. This group was thrilled with the results of my Accelerated Learning based “PREDICTIVE LEADERSHIP: How To Predict and Prepare for Growth.”

The leadership-training program will be conducted over two days. The examples and experiential aspects of the program will be tailored towards the specific dynamics facing the client.

The orientation of the program is to develop a series of “key element” skills, which will enhance the leadership and management effectiveness of all participants. They include:

1. UNDERSTANDING YOUR LEADERSHIP AND MANAGEMENT STYLE
2. ENHANCING LEADERSHIP AND MANAGEMENT EFFECTIVENESS
 - a. GETTING THE RESULTS YOU WANT
 - i. **LEARN** the 1 Timeless Truth and 3 Guiding Principles the world’s most accomplished leaders have used for hundreds of years to lead in times of growth and change.
 - ii. **LEARN** about the 3 stages every successful business grows through and how to predict, prepare and solve for the 12 most critical mistakes that trip up growth hungry leaders and their teams.
 - b. FOCUSING EFFORTS AND ENERGIES
 - i. Motivating employees supervised
 - ii. The power of coaching
 - iii. Giving constructive, useful performance feedback
 - iv. Recruiting and hiring the *right people* for each job
 - v. Predicting and solving problems quickly and productively
 - vi. Establishing and using performance measures to include data collection and interpretation
 - vii. Effective Time Management
 - viii. Developing and using systems to increase efficiency and quality
 - ix. Building and using productive teams
 - x. Conducting productive, meaningful meetings
3. ADAPTING YOUR LEADERSHIP AND MANAGEMENT APPROACH

The overall theme of the training is leaders and managers are responsible for:

1. Getting Results – efficiently producing desired results within agreed upon time schedules and with desired quality and safety:
 - a. Quality, safety and timeliness produce satisfied customers
 - b. Efficiency (within budget) produces the cash and/or profit needed to grow
2. Selecting and **DEVELOPING** people – be the catalyst causing people to develop the skills, motivations and commitments necessary to do their jobs. In addition, grow in their professional development and commitment:
 - a. Hire people with development potential
 - b. Develop technical, communication and judgment skills (problem predicting)

3. Overcoming obstacles – when obstacles to getting the job done occur, provide the leadership to:
 - a. Turn obstacles into advantages
 - b. Revise the game plan to get around or through them

The training process will include:

- ❖ Some presentation
- ❖ Group interaction
- ❖ Role playing
- ❖ Games to emphasize key points
- ❖ Individual sharing
- ❖ Assignments to implement skills learned

My training techniques, using accelerated learning principles, make the learning process enjoyable, stimulating and interesting, and most importantly, the training “takes.”

Some of the most potent and most difficult to measure benefits are the “soft” results from this leadership and growth training. These include such things as strengthening the leadership team through spending time together, identifying operating inefficiencies and working together to develop be aligned and create **winning** solutions.

This leadership and growth training is not theoretical or material intensive. Instead the training is hands on and experiential, and we will be working on real issues, within the constraints the leadership face on a daily basis.

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