

Leadership of My People

The third program in our leader retreat series, *Leadership of My People* dives deeper into the challenges of your company's social system. This isn't about team building — at least, not from a bonding perspective. Rather, it examines the fundamental DNA required for an effective team. Leaders gain a better understanding of group processes and how to build scalable social systems that increase employee engagement and performance.



Participant feedback

“During the retreat we participated in a geocaching exercise that taught us a lot about teamwork. Although we were all leaders — a bunch of A types — we were required to work as a team. Some people knew how to lever down and let someone else lead for the moment, while others were astonished that everyone didn't want to follow them. People got frustrated with each other, and personalities were accentuated. But now we laugh about it, and it's become a part of our story as a group.

“The exercise also helped us remember what it's like to be in the trenches. You understand how detrimental it is to be extremely competitive or overly individualistic — and how your people may be at odds with each other. As a leader, you must be able to model collaboration. It's not always about having the last word; leadership is about cultivating people and then letting them shine.”

— Nancy Fisher, president and CEO
of Data Distributing LLC in Santa Cruz, Calif.

“The retreats have given me new ideas, challenged the way I think and manage my company. Even if we're having a very difficult period due to the economy or changes in the digital world, I come back energized and ready to roll up my sleeves. I have a better mindset on how to attack problems. I'm also equipped with the right tools and information.”

— Joan Auritt, founder of
Auritt Communications Group in New York, N.Y.

What you'll learn

- The five critical characteristics of high-performing teams.
- How temperament (which includes how people process information and personality preferences, such as extroversion and introversion) affects you and your employees.
- Why change is both difficult and necessary, how individuals respond differently to change and how to manage resistance that may crop up.
- How culture is formed, how it impacts your organization and how to shape it.

Why it matters

- Learn how to increase your team's cohesiveness.
- Recruit team members who complement your strengths and weaknesses — and put employees in positions that allow them to play to their strengths.
- Being adept at change management will determine your ability to adjust to shifts in your industry, in the economy and with technology. It affects your ability to survive and thrive.
- Culture influences employee behavior far more than you may realize. Culture motivates us, tells us what's allowable, and can erode or accelerate strategic initiatives.