

# Leadership of My People

Some of the biggest challenges in second stage revolve around your expanding staff. This program takes a deep dive into your company's social system, from your top managers to your front-line employees. It examines the fundamental DNA required for an effective team — and behaviors leaders need to exhibit. High-performing teams expect extraordinary leadership.



## Participant feedback

“The retreat made me aware of different types of power that leaders have and how it can affect how employees perceive us. This is especially true for younger people who might hesitate to say what they really think because I'm the company's president. As a result, I now spend more time walking around and talking with employees on a casual basis. That way, it's not a surprise if I approach them and ask questions — they don't immediately assume something is wrong.

“I've been to some learning events where you sit for two days straight and can't help but become bored. Yet the foundation's retreats are fast-paced and move from one activity to the next, which keeps me engaged. In addition, the interaction with the other entrepreneurs is invaluable as I learn either by making my own mistakes or hearing about other people's experiences.”

— Glen Simula, founder of  
GS Engineering in Houghton, Michigan

“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, New York

## What you'll learn

- The five critical characteristics of high-performing teams.
- The source of both individual and team conflict, why people resist change, and how it affects their behavior.
- The importance of leaders' attitude, character — and how to earn respect.
- Insight into fundamental attribution errors that leaders can make when evaluating the performance of individuals or groups.
- The power that optimism has on the thinking of your team members.

## Why it matters

- You'll be able to increase your team's cohesiveness by building an environment of high trust, commitment and accountability.
- Employees will be clear on their direction and priorities, enabling them to meet deadlines and increase quality of deliverables. They'll also appreciate each other's skills more.
- You'll be able to create the right level of structure — and avoid excessive bureaucracy around performance management.
- Departmental and companywide meetings will become more productive — and your people will actually look forward to them.