



We believe that today's leaders require new tools and insights in order to be successful. With the responsibility for success squarely on the shoulders of leadership, adapting style to fit situations and coaching opportunities is a challenge for even the most experienced. Leadership energy is an organization's most important and scarce resource. A leader's time and attention must be directed toward facilitating change toward the successful creation and implementation of strategy.

Whatever the challenge, a leader must understand how s/he perceive and affect their team and circumstances around them; self awareness is the cornerstone to success.

Situational Leadership

Leadership is change and change is challenging for both individuals and organizations. Success isn't possible without changing the day-to-day behavior of people throughout the organization. Leadership based on incentives and threats (behaviorism) or conventional empathy and persuasion (humanism) are no longer effective in a globally connected and multi-generational workforce. Research has revealed that consistent, purposeful, and focused attention can lead to long-lasting personal and organizational evolution.

The attributes of a successful leader are self awareness, communication skills (including listening), passion, and persistence.

Leadership awareness of team dynamics is a key component to understanding how to impact change and respond to challenges. A leader must have the ability to motivate and support teams and individuals toward business, team and individual objectives in a manner that improves their knowledge, performance and skills. S/he must also have the capability to demonstrate accountability for individual and team actions and behaviors. Excellence in leadership includes modeling appropriate behaviors, providing guidance, mentoring others, and recognizing when others can more effectively lead.

We believe that there are three pillars to a successful leadership program.

- ❑ Awareness - self awareness and team dynamics
- ❑ Competencies - the relevant challenges being faced by the team
- ❑ Experience - the learning environment

The "thin red line" running throughout all of our programs is the world's leading psychometric assessment that is used to measure and develop business, military and sports leaders in over 40 countries. Because self awareness is the most important aspect for any leader, a valid and highly reliable instrument is crucial to success. TAIS is an on-line 144 item self-report questionnaire that measures twenty different concentration and interpersonal attributes. Those specific attentional skills and personality style characteristics can be thought of as the building blocks upon which



more complex human behaviors depend – which in turn, affect leadership and performance style.

ASCI uses its innovative and proprietary set of modules that address the challenges faced by the team. The modules represent competencies most common in today's organization (see below for a complete list and descriptions).

Once the team dynamics and the challenges are understood ASCI can create various learning environments to facilitate the program. The group will explore the chosen modules and team dynamics using a blended learning style of lecture, break-out sessions, multi-media and exercises designed to address the learning styles of the participants. The program can be presented in 3 phases through a highly customized ½, 1, or 2 day experience with ongoing coaching to assist in the implementation of new leadership skills.

Our discovery process with each client allows us to mix and match our modules to target the specific challenges. Each module's content is organized into discrete "facilitation components" that allow us to take any of our intellectual property and seamlessly integrate it with content from other modules or sources. This unique and innovative approach leads to an effective, efficient and highly satisfying learning environment for your management teams.

Modules

A typical 2 day program would address 3 to 5 modules.

Coaching	<ul style="list-style-type: none"> • APIE Coaching Process™ Model: Assess, Plan, Implement and Evaluate • "The Leaky Boat": Prioritization and its Key Role in Coaching • The Big 3: Never Miss A Coaching Opportunity • ABC vs. CBC: Attribute Based Coaching vs. Competency Based Coaching
Communication	<ul style="list-style-type: none"> • Communication Style and methods • Understanding the concept of status • Awareness Campaigns
Culture	<ul style="list-style-type: none"> • Corporate Anthropology: Realities vs. Myths • Evaluation and development of corporate culture strategies • Communication and Awareness campaigns
Generations and Demographics	<ul style="list-style-type: none"> • Managing in a multi-generational environment • The Leadership Machine: Developing Leaders for the Future
Business Improvisation	<ul style="list-style-type: none"> • Utilizing improvisation techniques for performance under pressure • Understanding the concept of status



Innovation	<ul style="list-style-type: none"> • Applied Creativity Workshop • Ideation sessions for creative problem solving and new product development.
Matrix Management	<ul style="list-style-type: none"> • Multiple bosses and career management • Leading with responsibility but no authority
Motivation	<ul style="list-style-type: none"> • Motivating the team • Effectively dealing with difficult employees
Neuro-Leadership	<ul style="list-style-type: none"> • Behavioural Aspects to Self Awareness • How the brain impacts management and leadership
Performance Under Pressure	<ul style="list-style-type: none"> • Management behavior when the pressure is on! • Predicting and managing yourself and others when it feels like everything is on the line
Presentations and Performance	<ul style="list-style-type: none"> • <i>The 22 Minute Solution</i> • "Powerpoints for Persuasion" • Presentation dynamics: The People
Remote Management	<ul style="list-style-type: none"> • Team dynamics and leadership of a remote group • Phone Management
Sales	<ul style="list-style-type: none"> • Sales Process: strategy, tactics and competitive countertactics • Politics, Value and Competition
Sales Management	<ul style="list-style-type: none"> • Sales Process and Pipeline Management • Selection and Team Development
Strategy Creation	<ul style="list-style-type: none"> • Objectives and Strategies • Decision Making and Problem Solving • SWOT and PEST Analysis
Strategy Execution	<ul style="list-style-type: none"> • Tactic Management for Strategy Execution
Succession Management	<ul style="list-style-type: none"> • Anderson Succession Index
Team Dynamics	<ul style="list-style-type: none"> • Interaction Reports • Team Building
Time Management	<ul style="list-style-type: none"> • Objectives, Strategies and Tactics • And more

All workshops are facilitated by certified TAIS facilitators.