

# High Involvement Leadership

***“You do not lead by hitting people over the head—that’s assault, not leadership.”  
—Dwight D. Eisenhower***

## Overview

*High Involvement Leadership* uses a behavioral mapping approach to helping the leader-coach develop a strategy for influencing improved ownership and motivation in the workplace. The central theme of this approach is simple, yet profound: *your style as a leader-coach influences the behavior and performance of your associates*. How you communicate with people can either motivate improved performance, or sabotage it.

## Instructor Cadre

Instructors are experienced professional Leadership Coaches with distinguished records of success in diverse industries and organizations. They are ready to share valuable insight in how to plan for and implement high involvement coaching interventions that get great results.

## Learning Objectives

The program objective is to learn how to be an *Involver* and to strive to stay 100% in *the Involver* range. Participants will become proficient in the following skills:

1. How to identify and assess the behavioral responses of people at work and to respond with an *Involver* interaction style for the best business results.
2. How to use *High Involvement Interaction Mapping* to inspire ownership and self-motivation to achieve organizational goals.
3. How to use advanced communication skills that build mutual trust and commitment.

## Audience

High Involvement Leadership is for leaders at all levels in the organization, leadership teams, Human Resource Professionals, Project Managers, and others.

## Course Outline & Agenda

The three-day learning experience uses a behavioral-modeling approach to training, practice simulations, and video-based feedback and coaching. On the final day, participants have an opportunity to develop a Coaching Plan for one or more members of their organization using the principles and techniques presented in this conference.

### Day One

- Introduction & Starter Exercise
- The Behavioral Style Range
- The High Involvement Model
- Developing the *Involver* Skill Set
- Practical Exercises in Identifying Diverse Behavior Styles
- Team Strengthening Interventions
- Leader-Coach Involvement Styles Model
- Behavioral Responses Examples and Simulations
- Leader-coach situational responses

### Day Two

- Creating the Least Restrictive Environment
- Control vs. Maturity Grid
- The Aggressive Manager
- The Submissive Manager
- The *Involver* Manager
- Intermediate and Advanced Communication Tools
- The Process of Communicating Effectively
- Practicum: Leader-coach Communication Scenarios

### Day Three

- The High Involvement Interaction Map
- Navigating the Four Milestones
- Focal Point Continuum
- Depth- *Not Scope*
- Coaching Simulations & Video Feedback
- Individual Action Steps & Self-Improvement Exercise