



THE PACIFIC INSTITUTE® PRESENTS

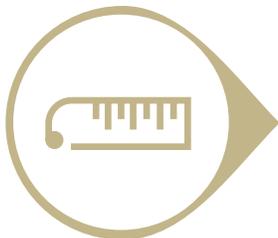
# Maximizing Leadership Performance

All leaders have the greatest intention to provide leadership that engages and enables their people to perform to their highest potential. For many leaders this intention is right, but do we know the real impact of our leadership. Learning to be a skilled constructive leader is a continuous process of reflection, experience, and exposure to new insight and ideas. No single approach will supply all the answers.

The Pacific Institute Canada's Maximizing Leadership Performance Package utilizes the Leadership Alignment™ process to understand how leadership impacts people, culture and organizational performance. This process includes:

- Assessments providing personal & leadership feedback;
- Customized leadership development workshop; and
- One-on-one leadership coaching.

This Package is designed to help managers master the leadership role, and achieve bottom-line results with the enthusiastic commitment of their teams. This multifaceted approach provides leaders with a cause and effect model of how they create and sustain the culture and performance in their department. With measurement and actionable development steps at each phase in the model, leaders are able to pin point the key areas that will have the biggest payoff in their development.



## Assess

Through our assessment process leaders will get feedback on:

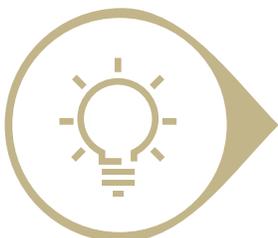
- How their past leaders have shaped their approach
- The impact that they are having on the culture
- The extent to which they are utilizing adaptive vs constraining approaches



## Educate

This one-day experientially based workshop:

- Creates awareness of the nuance of leadership and the impact on performance
- Engages leaders in a interactive case study
- Builds acceptance to the need to develop their leadership approach



## Coach

The one-on-one leadership coaching session includes:

- An understanding of the how the leader is creating and sustaining the culture and performance in their department
- Development suggestions for building an action plan
- On-going coaching is available