

# REACH LEADERSHIP DEVELOPMENT



## Foundations for Leadership

**REACH** stands for how we **RE**late to people and **ACH**ieve tasks. Everyone has a comfort zone, yet science has proven that we can develop our ability to work outside that comfort zone when it is beneficial. People who know when and how to do so are more influential leaders. And teams that **REACH** well are more attractive and productive with better workplace cultures. At Developing People Group, we help individuals and team assess and grow their **REACH**.

Our **REACH** Leadership Development Track consists of 2-hour interactive workshops. The content can also be used for one-to-one coaching. All participants take the *REACH Profile* personality survey which reveals their comfort zone, strengths, and areas where they have opportunity to develop their ability to **REACH**.

Below is a brief overview of some of the information covered our fun, fast paced, and interactive workshops. Topics may change to accommodate your team's specific needs.

### Effective Agility

#### How do I REACH?

- Discussion of participants' most natural personal style (comfort zone) and behavior characteristics from their REACH Personal Style Profile report
- Comparison of the 4 styles and the impact of style on effective communication and team dynamics.

#### How do I Grow my REACH?

- Discussion of the 16 Leadership Skills that anyone can learn to increase their **REACH**.
- Explore the combined strengths and development opportunities of the team related to 16 Leadership Skills.
- REACH and avoiding or resolving conflict
- The power of feedback

### Effective Leadership

#### Your Turn to Lead

- What shapes Leadership and earns the right to lead
- What you bring to the table (Based on **REACH** Profile results)
- How to contribute most effectively to making your team successful

#### 5 Dimensions of Effective Leadership – Achieving Tasks

- Explores the 5 Behaviors that determine our comfort zone in achieving tasks, including when they are a strength and when they are not.

## 5 Dimensions of Effective Leadership – Relating to Others

- Explores the 5 Behaviors that determine our comfort zone in relating to people, including when they are a strength and when they are not.

## The Power of Time Management & Planning

- How Personal Style impacts Time Management and How to use Style to Improve it
- Organizing for efficiency
- Planning and Personal Styles

## Effective Communication

### Vital Soft Skills of Leadership

- Leadership vs Management
- Building Trust
- Strategies for bringing on new team members

### When All is Not Well

- When your strength is considered a weakness
- Communication in high stress situations
- Dealing with difficult people in the workplace
- How to manage underperforming members of the team

### Moving People Forward

- Problem Solving & Decision Making
- Coaching & Mentoring
- Delegation & Feedback
- Managing Performance

During the course of this leadership development track, additional feedback from team members could be helpful. DPG offers tools that allow team members to give anonymous feedback on leadership and culture. We offer these tools at a discounted price to those in our Leadership Development Track.

- A **REACH 360 Feedback** is powerful for developing those who supervise others. It provides insights to target development to the specific needs of that leader. It is especially helpful when a leader views their leadership from a different perspective than the one held by those they lead. It is also valuable in conflict resolution.
- The **REACH Culture** survey measures team engagement and the overall health of the workplace culture. Similar to the function of bloodwork to physical health, it provides an overview of the organization and will reveal both its strengths along with where attention is needed to create better cultural health.

For additional information on our Leadership Development Track or any of the other tools and services we offer, complete the 'Contact Us' form at [DevelopingPeopleGroup.com](http://DevelopingPeopleGroup.com) or contact our Certified Coach and DPG Director.

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