



The Pryor Center for Leadership Development

Leadership Development Training Modules

Flexing Your Team Lead Style

One foundation to understanding how to lead a team is assessing and identifying where the team is in the "Team Development Life Cycle" model. There are six distinctive stages that teams experience. These stages are orientation, dissatisfaction, integration, production, continuation, and termination. This workshop teaches participants how to assess a team based on four criteria: cohesion, ability, productivity, and morale. Once the assessment is made participants then learn to "flex" their leadership style by providing the appropriate directive or supportive behavior.

Building Team Trust and Support

Two building blocks to high functioning teams are trust and support. This leadership module identifies key skills that will help team leaders build trusting and supportive working relationships in order to increase morale and productivity.

Establishing Purpose & Identity

Every team has a purpose and an identity. However, not every team lives up to its purpose or has positive associations with its identity. This training session gives team leaders the skills to help the team intentionally clarify its purpose and create a meaningful identity.

Developing Team Ground Rules

Different expectations lead to lack of focus and potential conflict within a team. This training session teaches team leaders the process of forming and clarifying team expectations and ground rules. These ground rules give clarity to team member interactions and work processes.

Roles and Responsibilities

This workshop works in conjunction with the "Creating Goals and Plans" module to help team leaders understand the importance of clarifying specific roles and responsibilities in order to maintain accountability.

Creating Goals & Plans

This team leadership module instructs participants in the process of creating specific, timely, owned, measure, and positive goals in order to give direction, commitment, and purpose to a team. This process to goal setting takes a unique approach by clarify roles in order to help define goals. This allows for greater ownership and commitment to meeting the goals.

The Leader Coaching: Giving and Receiving Feedback

Team performance and productivity is directly linked to the ability of the team leader to effectively give and receive feedback. In this module, participants learn and practice communication skills to effectively give feedback to team members. In addition, participants learn to receive feedback in order to improve both their performance and the performance of the team.

Dealing with Breakdowns and Changes

This workshop teaches participants how to manage “system” breakdowns and changes in a positive and creative manner in order to achieve new breakthroughs. Participants gain an understanding of people’s automatic assessment, people’s responses, how to gain composure, how to formulate solutions, and how to lead others through the process.

Decision Making

This team leadership module gives participants specific strategies and tools to make effective decisions. Participants learn to determine who the decision maker is, what decisions need to be made, how to brainstorm effectively, how to narrow options, how to implement a decision, and ways to evaluate the decision.

Celebrating Successes

Motivating team members is an important component of leading teams. This session explores ways to meet the internal needs of team members by finding ways to effectively celebrate accomplishments.

Process Improvement – Creative Strategies

The question this workshop explores is “Can we make this better?” Often time teams need to step back and examine their processes in order to improve efficiency or effectiveness. This module takes participants through a step-by-step process for improving operating systems within an organization.

Team Accountability & Ownership

Accountability and ownership lead to results. Many times however team members can fall into a “victim” role when it comes to getting results. They point fingers, act dumb, ignore problems, and deny responsibility. This session helps team leaders move team members from the “victim” role to the “owner” role by helping them take responsibility for the outcomes.

Servant Leadership - Leading from the Back

This customer-focused training on servant leadership helps participants identify whom they serve, how they serve, and why they serve in order to improve leadership capabilities.

Balanced Leadership

Balancing work, family, and fun can be a challenge for many people. The ability to live a balanced life can lead to increased contentment, focus, and effectiveness. This training session helps participants identify areas of their lives that are out of balance and then develop an action plan to make adjustments.

Facilitating for Success

A missing skill for many leaders is the ability to effectively facilitate a team meeting or group discussion. This workshop will give attendees the skills necessary to effectively facilitate team meetings and decision making processes.

Say What You Mean and Stick to It

This workshop focuses on two key communication skills. First, participants learn how to create clear and specific messages. Second, participants learn the importance and value of only communicating commitments which they will keep.

The Listening Leader

The key to excellent communication is effective listening. This workshop takes participants through a process of learning the skills necessary to be an effective listener as well as understanding the art of engaging in meaningful dialog.

We Can Work It Out

Conflict is a natural development within teams. This workshop instructs participants how to face and handle conflict in a productive manner. In addition, participants will learn how conflict is beneficial when managed properly.

I Function Differently Than You

Using the Insight Team Profile, your team members will examine individual working styles, understand how to communicate with other styles, and develop skills to “flex” styles to improve working relationships.

Action Leadership System

This workshop takes participants through a leadership model called the Action Leadership System. The Action Leadership System identifies four attributes that help shape effective leadership and helps participants put these into action. These attributes are Envision, Involve, Plan, and Act. Included in this workshop is an assessment tool that examines individual leadership style preferences according to the model.

Flexible Leadership

This workshop examines leadership from the understanding that skilled leaders must flex their style according to the follower’s development level in order to be effective. First, participants learn to assess the development of the follower(s). Second, participants learn to apply the appropriate leadership style. Each style is based on the amount of direction or support the leader provides. Finally, participants learn how to apply this model to the people they are leading.