



Training Tips

Practical Ideas for Maximizing Your Investment In **180 Ways To Walk The Leadership Tdk**

180 Ways To Walk The Leadership Talk is a powerful stand-alone development tool, and a high-impact accompaniment to your:

- Leadership development activities
- Supervisor and team-leader training
- Organizational change initiatives
- Employee retention strategies
- *and much more!*

The following exercises are designed to enhance participant learning when the handbook is used in a classroom or small group setting.

Jump Start With Pre-Reading

Have participants read *180 Ways To Walk The Leadership Talk* prior to your session. Ask them to highlight 2-3 concepts or ideas that have particular significance for them.

Use a portion of the session time to discuss their findings and explore how that information can be used to benefit them and the organization.

What Would It Look Like If . . .

Here's a "visioning" exercise that can help people appreciate the importance and value of **empowerment**:

1. Ask participants to review the section "Empowering others to lead" on pages 33-38.
2. Randomly assign various highlights to individual participants. Ask them to identify 2-3 specific leadership behaviors that would be empowering.
3. Ask participants to share their highlights and behaviors with the entire group.
4. After each set of behaviors is presented, ask the entire group to answer the following questions:
 - What would it look and feel like if more people practiced those behaviors here?
 - What do you suppose would happen if more people felt empowered?
 - Why should leaders care? What's in it for them?

One Picture's Worth ...

In small table groups, instruct participants to create a motivational poster (flip chart sheet) that encourages leaders to embrace and adopt one of the key concepts presented in *180 Ways To Walk The Leadership Talk* (Listen/Learn, Energize, Act, Develop, Empower, Recognize). Inform them that creativity and total group participation are important – artistic quality doesn't matter.

After presenting their posters to the entire group, have the "artists" sign their work. Collect the posters and display them at future leadership development events.

"Is That Your Final Answer?"

Set up a mock "Who Wants To Be A Millionaire?" (or similar) game show in which teams of participants answer questions from *180 Ways* such as:

- What are "the 5 A's of leadership"?
- What variation of "the 80/20 rule" is suggested?
- What do the letters L.E.A.D.E.R. stand for?
- What does it mean to "share the scut work"?

This exercise can be made even more fun by including a game show host, the equivalent of "life lines," and play money winnings that can be cashed-in for treats or trinkets.

Acronym, Acronumb

180 Ways To Walk The Leadership Talk uses the acronym L.E.A.D.E.R. to remind us what good leaders do: Listen and Learn, Energize, Act for the benefit of others, Develop people, Empower, and Recognize.

In small table groups, instruct participants to come up with their own acronym ... for what BAD leaders do. Give them 10 minutes and remind them to "keep it clean."

After all tables present their results to the entire group, discuss the significance and key learning from the exercise. Pose this question: Was there any value in spending our time focusing on what NOT to do?

181 ... And Beyond!

In small table groups, ask participants to brainstorm additional techniques (beyond the book) for providing good leadership. Give them 5-10 minutes for idea generation.

Then ask each table group to present/explain their recommendations (on a flip chart sheet) to the entire group. After the presentations have been completed, instruct participants to record what they consider to be the three “best” on the back inside cover of *180 Ways*.

Consider publishing all of the new ideas in your company newsletter or other in-house communications.

Recognizing A Leader

Ask each participant to identify one person (co-worker, direct report, or boss) whom they feel best exemplifies the leadership attributes presented in *180 Ways*.

Then, have small table group discussions in which group members “shamelessly brag” about the individual they selected and the specific behaviors their “selectee” has demonstrated.

Finally, ask participants if they personally have recognized their selectee for the described behaviors. If “yes,” have them describe what they did and how it was received. If “no,” ask for their commitment to provide the recognition as soon as they return to work.

In Search of Obstacles

Regardless of our beliefs and good intentions, we all face obstacles and miss opportunities to provide high-quality leadership. This exercise will help pinpoint some of those “restraining forces” and help develop strategies to overcome them:

Randomly assign sections of *180 Ways To Walk The Leadership Talk* to individuals or table groups. Instruct participants to identify as many real-world obstacles as possible that can prevent the ideas on their assigned pages from occurring. Then, ask participants to identify . . .

- A. What they consider to be the three most common and significant obstacles to good leadership existing within your organization.
- B. Ways their top three obstacles might be overcome.

Have participants present their findings to the entire group. Close with a discussion about how these lists might be used to enhance overall leadership at work.

The Missing Link

Help people understand the importance and relevancy of *180 Ways* with this “linking” exercise:

Using participant input, create a list of key initiatives currently under way in your organization (e.g., Quality Process, Customer Service Improvement Program, etc.).

Then, divide the handbook pages equally among small table groups. Instruct each group to identify all the ideas/strategies that link with and support important things that are happening where you work.

Away From The Job

Show the relevance of *180 Ways* concepts to “generic” leadership with this exercise:

Ask table groups to select one non-work related leadership role performed by someone in the group (e.g., soccer coach, parent, church involvement, etc.).

Then, instruct the groups to review the handbook and identify as many content pieces as possible that apply to the non-job leadership role.

Have the tables present their results to the entire group. Discuss the experience, results, and key learning. Make the point that good leadership is good leadership - regardless of who, what, where, or when.

“What Else Can We Do?”

Looking for other ways to use *180 Ways To Walk The Leadership Talk*? Distribute the books to a small focus group of current and future leaders. Ask them to brainstorm how the book can be used to enhance leadership in your organization.

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