

S.T.A.R. Leader™

CORE SKILLS FOR LEADING PEOPLE TO HIGH PERFORMANCE



Powerful strategies and skills to help managers and team leaders

Leaders of teams require right skills; skills such as - ability to create and foster a communication climate that is stimulating and enabling; develop and sustain an open and collaborative attitude leading to trust amongst the members of the team; define and align team roles with goals to keep the team members committed and accountable; and constantly keep the team focus on the results to be achieved.

Teams with leaders who can do the above, achieve results.

Equinox Consultants have been pioneering team performance development for the last 16 years. We have shared our extensive experience with many organizations through our innovative workshops.

S.T.A.R. Leader™ workshop uses the powerful S.T.A.R. Model which provides a solid framework and proven techniques for facilitating and guiding individuals and teams towards realizing their potential for performance.

This workshop is highly interactive, with activities that help participants assess their team strengths and areas for improvement; and learn how to work on four key dimensions which transform teams from just performance to high performance.

WHO SHOULD ATTEND

Anyone who is poised to lead or already leading or managing teams can benefit from this workshop.

Participants may include:

- Managers, Business Unit Heads
- Group, team, or project leaders
- Team members

BENEFITS FOR PARTICIPANTS

The S.T.A.R. Leader™ workshop is a one/two day, highly experiential workshop that provides a solid foundation of leadership theory and practice.

During the workshop participants will :

- Understand their strengths and improvement areas from their S.T.A.R. Leader profile
- Develop the skills and attitude which will enable them to lead and motivate people
- Create and foster a 'Stimulating Communication' climate
- Sustain productive working relationships based on 'Trust'
- Develop and sustain a culture of 'Accountability' excellence in teams
- Develop a 'Result' oriented leadership style

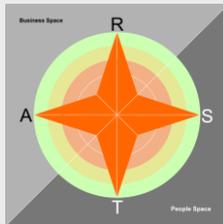
WORKSHOP PRE-WORK

- S.T.A.R. Leader™ Assessment survey - helps leaders to understand 'where they are' and to create actions for 'where they want to be'.
- Reflector Big Five™ Personality (Optional)

The S.T.A.R. Model

Equinox's S.T.A.R. Model for High Performance™, an outcome of years of application and refinement, is the backbone for most of our consulting, training and coaching services.

According to this model, the four dimensions which, when worked on, would catapult any team, leadership or business to High Performance are;



- Stimulating Communication
- Trust
- Accountability
- Results

The strength of the model, say many of our customers, is its simplicity and practicality.

Action Learning - Advantages

- Reality - real problems with real consequences and real constraints
- Memorable - the experience, environment, weather and the Learning
- Reduced barriers and quick recall of learning
- Shared experience - build bonds beyond the course itself
- Giving individuals the opportunity to plan the use of new ideas in future situations

POST WORKSHOP SUPPORT

Equinox has post training support systems to ensure the effective implementation and internalization of training inputs on the job and to ensure continuous learning and development. The post program support is primarily facilitated through our online collaborative learning community (community.equinox.co.in) which includes:

- Reference documents to follow through and review learning
- Discussion forum, learning videos, blogs and webinars for enhancing group learning
- Total integration with latest online tools to remain up-to-date and seek help from anyone in the team, group or the community
- 1:1 chat based consultation to help in implementation, address the gaps if any and suggest continual development.

HOW PARTICIPANTS LEARN

Action and Experiential Learning method is what we use in our team building programs which;

- Provides a powerful medium for training managers
- Helps individuals to learn new skills and improve old ones
- Experiential in nature

WORKSHOP AGENDA

- Workshop Overview
- Discuss, understand and appreciate one's own personality and acknowledge and respect differences in others, using the Reflector Big Five™ profiling report (if taken)
- Understand the S.T.A.R™ Leader profile and the model for leading a team
- Understand various leadership styles and their use in team performance development
- **S**timulating Communication
 - Understand leadership role in communication
 - Uncover differences with active dialogue
 - Gain agreements on a cohesive communication plan
 - Assertiveness in leadership role

- **T**rust
 - Understanding Conflicts – cause/effect
 - Conflict resolving methods
 - Building trust and openness
 - Leadership role in building trust
- **A**ccountability and commitment
 - Setting objectives clearly
 - Clarifying roles
 - Delegating / empowering people
- **R**esults – leading for performance
 - Understand and define thematic goals for teams
 - Drive result focus in team and its members
 - Create alignment of people and stated goals
- Personal Implementation Plan (PIP)