

Increase your influence with the tools of professional coaching

conversational LEADERSHIP

FOR TODAY'S LEADERS

Everything rises and falls on leadership, right? Instinctively, we all know if you want to predict the success of an organization, you don't have to look much further than the quality of its leadership.

This being true, then a good follow-up question could be, "What does leadership rise and fall on?"



leadership "on the ground"

Effective leadership is dependent on a number of factors, including the leader's character, ability to cast compelling vision, and skill in handling the demanding nature of leadership. However, one core element of successful leadership is often overlooked—the everyday, "on the ground" relationships that leaders have with those they lead.

In the course of a typical day, a leader will explain, discuss, ask questions, listen, mentor, encourage, negotiate, persuade, describe, and intervene. All of these are specific communication skills, and without them a leader can be severely hampered in his or her ability to influence others.

Leaders who have vision but cannot connect with people are unlikely to enlist others in that vision. Leaders who have integrity but do not relate well to others will be limited in their ability to spread their values to the rest of the team. Studies consistently demonstrate that the most important success factor for leaders across all organizations is relationships with team members, as built or hindered in the everyday communication events that make up most of a leader's day.

In short, we can specifically say that if everything rises and falls on leadership, then **leadership rises and falls on the everyday conversations that leaders have with their followers.**

So what can leaders do to ensure that their conversations— from the conference table to the water cooler— are contributing to the kind of relationships that make an organization successful?

Leaders can fundamentally improve how they interact with and develop team members by using the same conversational tools that professional coaches use in their coaching businesses. With study and practice, you can master the skills needed to maximize the impact of conversations you have with your team members, from informal discussions to more formal feedback and review sessions.

"To create a high-performance team, we must replace typical management activities like supervising, checking, monitoring, and controlling with new behaviors like coaching and communicating."

*Raymond Smith
Former CEO, Bell Atlantic*

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learn new skills

Conversational Leadership, an innovative leadership training course from Alliant Leadership, in partnership with the Conversational Leadership Group, is for leaders who are serious about increasing their influence by improving their everyday communication skills. As a result of participating in the course, you will be able to:

- Listen carefully and intuitively to what others are saying, validating them as individuals and providing space for them to generate— and take ownership for— creative solutions to the complex challenges they face.
- Ask your team members effective questions which help to uncover new ideas and plans for how they can best succeed in life and in work.
- Gently guide conversations to assist others to create and commit to specific action plans, which will move them toward reaching their goals.



format

Conversational Leadership is a mix of in-person training, individual and group work, distance-based learning reinforcement, and significant practice using coaching skills. The course starts with a full day of in-person training with a professional coach trainer, followed by eight consecutive weeks of one-hour teleclasses. In addition, you will read and complete the exercises in the *Conversational Leadership* Manual and in the companion textbook. Each week, you'll meet with your training peer via telephone or in person to discuss what you'll be learning and to practice your new coaching skills. Finally, in week seven, you and your peer will have the opportunity to be observed by a professional coach (via telephone) while you use coaching skills in a real conversation.

cost

The cost for the training, including all materials, is \$675 per person – a tremendous value when you consider the amount of time you'll spend with a professional coach trainer and the quality of materials you'll receive. Additional leadership training programs and executive coaching are available from Alliant. Call Joe Denner at 630-868-0888 to schedule a complimentary consultation or visit www.alliantleadership.com/services.

locations

Conversational Leadership is held at locations all around the USA and in select overseas locations, with new training groups starting throughout the year. For more information, visit www.alliantleadership.com/resources/training_page.html or call Joe Denner at 630-868-0888. You may also talk to Joe about bringing *Conversational Leadership* to your organization for a private training group. Flexible scheduling and group discounts are available.



Conversational Leadership is a training course from Alliant Leadership in cooperation with The Conversational Leadership Group. Alliant's mission is to help CEO's and senior executives in business and faith-based organizations get more of what they want and less of what they don't want. For more information, visit www.alliantleadership.com.