

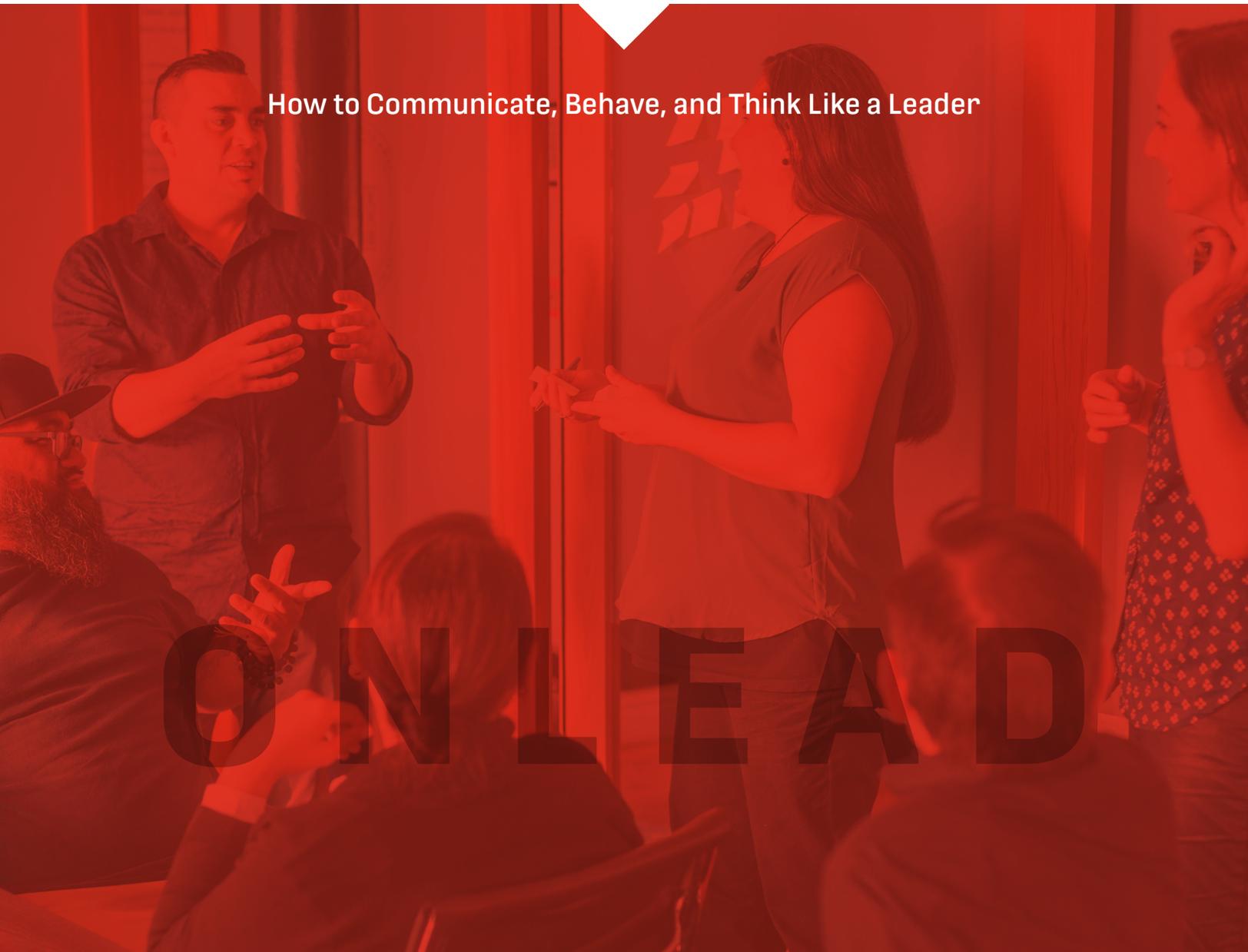
HIGH PERFORMANCE

An HBK Company

HIGH PERFORMANCE

# OnLead

How to Communicate, Behave, and Think Like a Leader



ONLEAD

THE HIGH PERFORMANCE LEADERSHIP SYSTEM

# About OnLead

Many employees who would like a leadership role in their companies don't know what it takes to lead. And often, organizations don't have the time or personnel to provide the training, despite their critical and ongoing need for leaders.

The solution: **OnLead**, a simple and efficient training program to help aspiring leaders understand the basics of successful leadership from the small business leadership and culture experts at HBK High Performance Solutions.

Through **OnLead**, each attendee will learn the communication skills, behaviors, and decision-making fundamentals of successful leadership. Taught in person or online, **OnLead** uses professional instruction, interactive role playing, creative video, and real word examples to help attendees learn and adopt the skills they need to be effective leaders in today's competitive business environment.

## Upon completing OnLead, participants will understand:

- > The importance of clear and effective verbal, non-verbal, and written communication
- > The impact of appearance and attitude
- > How to prioritize
- > Decision making fundamentals
- > Conflict resolution
- > Goal setting
- > How to run an effective meeting
- > The disciplines required to be an effective leader
- > How to create team cohesiveness
- > The principles of work/life balance



\$1,985



**8 weeks**, one session per week



**3 hours** per session – 24 hours total



**Online or in person** at a company location

## High Performance: An HBK Company

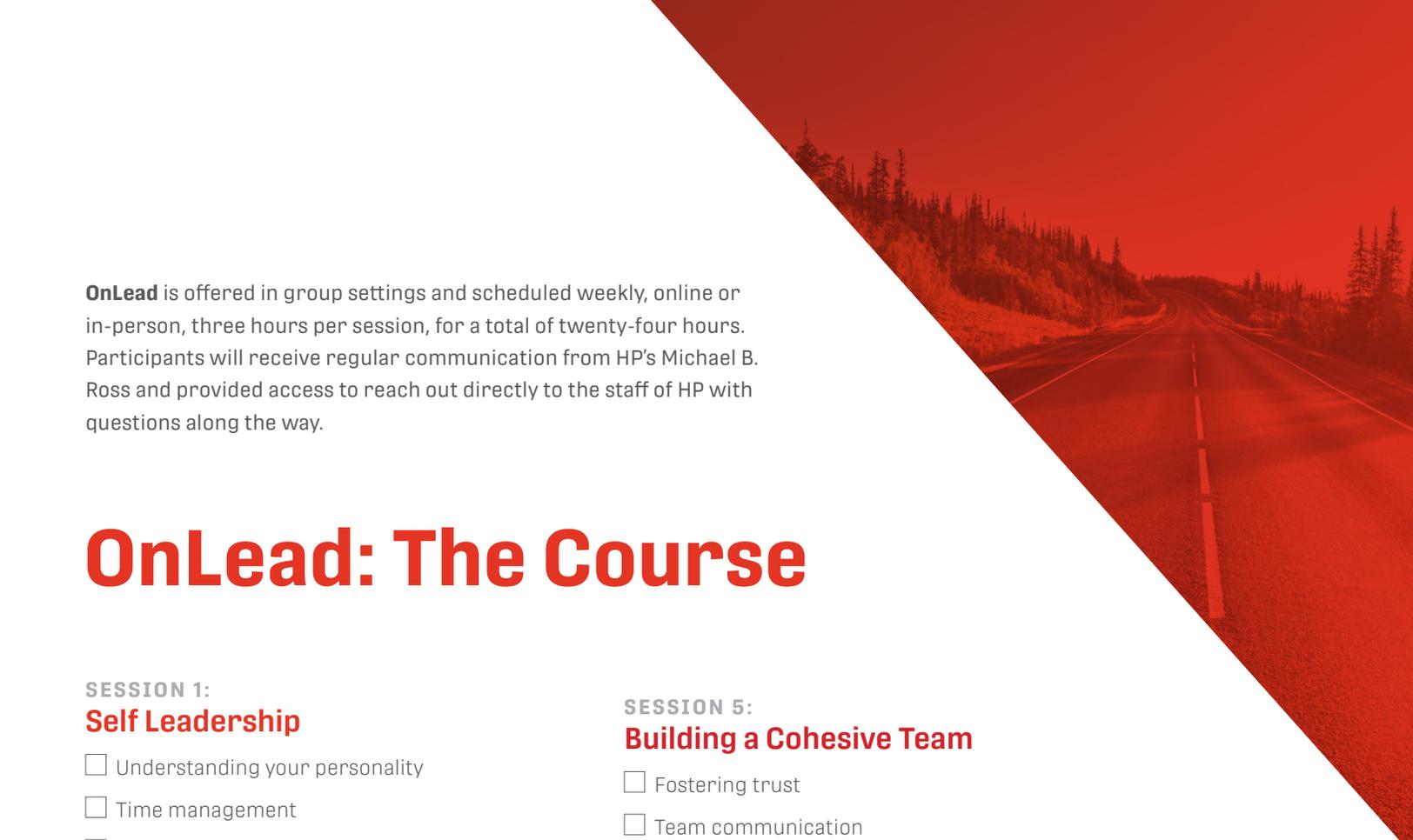
Over the seven decades HBK has provided financial management and business advisory services to owner-operator-entrepreneurs, we have recognized that the best performing companies have strong leadership and a organizational culture that involves empowering employees to achieve the company mission. In 2019, HBK developed High Performance to help our entrepreneurial clients improve their leadership skills and foster organizational cultural values en route to improved company performance.

# OnLead is designed:

- > As an effective and efficient solution applicable for any organization or industry
- > For new hires and motivated employees who want to accelerate their careers and become leaders in their organizations and industries
- > To help employees develop basic leadership skills that will benefit their firms and their personal careers
- > By a Top 50 accounting firm that understands the value of leadership training for all employees

## OnLead will help participants:

- > Understand exactly what is expected of them as a professional
- > Identify, define, and articulate individual purpose and vision and why they are deeply linked to performance and their role at your organization
- > Develop communication skills that elevate them above their peers
- > Become leaders that others want to follow
- > Learn the disciplines and behaviors associated with successful leaders
- > Understand extrinsic and intrinsic motivators that drive their behavior
- > Become more focused and intentional



**OnLead** is offered in group settings and scheduled weekly, online or in-person, three hours per session, for a total of twenty-four hours. Participants will receive regular communication from HP's Michael B. Ross and provided access to reach out directly to the staff of HP with questions along the way.

# OnLead: The Course

## SESSION 1:

### Self Leadership

- Understanding your personality
- Time management
- Continual self-education

## SESSION 2:

### Communication Part 1

- Non-verbal communication
- Cell phone etiquette
- Written communication

## SESSION 3:

### Communication Part 2

- Speaking
- Active listening
- Facilitating effective meetings

## SESSION 4:

### Energy, Attitude and Mindset

- Bringing positive energy to work
- Understanding the ASK Principle
- Effective Networking

## SESSION 5:

### Building a Cohesive Team

- Fostering trust
- Team communication
- Accountability

## SESSION 6:

### Managing Conflict

- Understanding types of conflict
- Conflict management styles
- How to address offenses

## SESSION 7:

### Effective Decision Making

- PVD Model – Purpose, Vision, and Disciplines
- Direct and indirect impact of decision making
- Accountability

## SESSION 8:

### The Power of Focus

- Goal Setting
- Staying focused in stressful situations
- Taking action now

# Introducing Your Instructor

As Director and Principal of HBK High Performance, an HBK Company, Michael Ross helps companies become more productive and profitable by creating better cultures. He has worked with hundreds of business owners and executives, from large corporations to small businesses, helping them become more effective leaders who inspire their employees and grow their revenues. His dynamic leadership programs have reshaped companies, from stagnation and paralysis to highly competitive and successful organizations. Organizations that engage Michael and his dynamic leadership programs become leaders in their fields.

As a college athlete, then during his service with the United States Navy, Michael learned that intentional actions combined with strategic disciplines can create exceptional outcomes. He witnessed firsthand the power of unified teams and quality leadership. In building his firm and programs, he has parlayed his experience, education, and a rare skill to help leaders clarify their vision and effect real behavioral change in their organizations. His Dynamic Leadership programs train executives to be leaders, to grow their businesses by creating and fostering a culture that puts employees in a position of strength and power operating with the knowledge that they are contributing to a cause greater than themselves.



**Michael B. Ross** MSOL, MSPM, CBC  
PRINCIPAL, HIGH PERFORMANCE

**“Exceptional leaders have clear purpose and vision for their organizations. They are intentional in their decisions and actions. And in the face of adversity, they never waver from their mission. They lead.”**

# HIGH PERFORMANCE

 An HBK Company

HIGH PERFORMANCE JUMPSTART COURSES

**01 LEADING FORWARD**

**02 BUILDING A POWERFUL CULTURE**

**03 LEADERSHIP THAT INSPIRES**

**Register Now.**

**330-758-8613**

6603 Summit Drive | Canfield, Ohio 44406

# ONLEAD

THE HIGH PERFORMANCE LEADERSHIP SYSTEM