

OnLead

Leadership Development



> **How to Think, Behave, and Communicate Like a Leader**

Lead and Compete with OnLead

Leadership is *the* most important business skill. But many individuals in leadership roles don't get the training or coaching to be successful, and many organizations lack the time, personnel, and skills to provide training, despite their need for leaders.

OnLead is a comprehensive leadership development program designed by the leadership and culture experts at High Performance. Taught in person or live online, **OnLead** uses sequential instruction, case study analysis, and personalized executive coaching to teach participants the communication skills, behaviors, and decision-making fundamentals they need to be exceptional leaders in today's competitive business environment. **OnLead** bridges the gap between conceptual learning and practical, actionable steps that foster greater personal and organizational success.

Upon completion, participants will understand:

1. Clear and effective verbal, non-verbal, and written communication
2. Conflict management
3. Decision-making fundamentals
4. How to create and prioritize goals
5. The impact of appearance and attitude
6. The principles of work-life balance
7. The fundamentals of building team cohesiveness
8. The key elements of running an effective meeting
9. How to create positive accountability



OnLead makes learning practical and applicable through personalized executive coaching sessions designed to tailor goals, tackle obstacles, and create actionable plans, ensuring both personal and organizational growth. Participants work together to cultivate healthy leadership habits and implement effective systems that perpetuate sustainable skillsets. **OnLead** is tailored to meet the needs and goals of your organization.



Program Outline

SESSION 1:

Self-Leadership

- Understanding personality types
- Value-based decision making
- Time management

SESSION 2:

Communication - Part 1

- Communication styles
- Leadership etiquette
- Non-verbal and written

SESSION 3:

Communication - Part 2

- Active listening
- Facilitating effective meetings
- Speaking with intentionality

SESSION 4:

Mindset, Energy, and Attitude

- Bringing positive energy to work
- Fixed vs. growth mindset
- Effectively engaging others

SESSION 5:

Building Cohesive Teams

- Fostering trust and accountability
- Elements of a healthy team
- Communicating feedback

SESSION 6:

Conflict Management

- Redefining conflict
- Understanding perspectives
- Resolution guidelines

SESSION 7:

Effective Decision Making

- Benefits of servant leadership
- Identifying different styles
- Practical tools and resources

SESSION 8:

Sublime Focus

- Creating S.M.A.R.T. goals
- Focus through adversity
- Developing action plans

Tell us about your organization. We will tailor the OnLead program to meet your specific needs and goals.

Program Details



8 Group Sessions

3 hours each,
1 per month



8 Executive Coaching Sessions

1 hour each,
1 per month



32 Total Hours

Applicable for continuing education credit



Available for individuals, teams, or organizations



Customizable to fit your organization's needs

"I'm very impressed with the ability of High Performance to tailor OnLead to our specific needs, so that our executive team can set expectations and hold our partners accountable to Hill's cultural values. OnLead is an extremely beneficial and challenging program that is making a personal and professional impact on our team."

— Mike Barber, CEO and President | HILL INTERNATIONAL TRUCKING LLC



OnLead is designed:

- > By a business within a Top 50 accounting firm that leverages the business acumen of hundreds of experienced financial professionals serving multiple industries
- > To have an immediate impact on the participants' organization with the support and accountability of an executive coach
- > To be a customizable solution to meet the needs and goals of your organization

OnLead will help participants:

- > Increase their confidence in their skills related to accountability, conflict management, and communication
- > Understand how people think, behave, and communicate to become more effective leaders
- > Form habits that drive personal and organizational success

Call us and find out more about how OnLead can work for you and your organization.

330.758.8613 | info@hbkl.com | 6603 Summit Drive, Canfield, OH 44406