

Moving Leaders Into Action

Everyone A Leader®

Created by TeamTech, www.teamtechinc.com

Everyone A Leader (EAL) is a leadership course that rests on two key assumptions about the world of work:

- **Leadership is a decision, not a job description.** You can lead from anywhere in the organization. Leadership springs from how you approach the tasks you accomplish and how you choose to work with others. Not from a title.
- **Everyone needs to know how to lead.** In a high performing organizational environment, the “team of teams” work is accomplished by collaborating and partnering across teams, departments, and divisions, not just up and down the organizational hierarchy.

Since Leadership is a DECISION not a job description and everyone needs to know HOW to lead in your organization, *Everyone A Leader* is your leadership curriculum.

In this set of six, four-hour workshops employees learn three types of leadership competencies built from worldwide research and the teaching efforts of TeamTech’s original founders and their experience with the Institute of Cultural Affairs and Dr. W. Edwards Deming. These three types of leadership competencies have been tested and confirmed in environments as diverse as villages in third world countries, non-profit organizations, governmental agencies, cross-functional teams, board rooms and Fortune 500 companies.

For Tim DeWeese, Executive Director at Johnson County Mental Health Center, the real turnaround came after adopting the *Everyone A Leader* mindset. From the front lines to the board room, employees felt empowered to lead from their positions.

“We had engaged staff and so we then had engaged clients,” he said. “In fact, our client ‘no show’ rate dropped from 35 percent to 12 percent. That’s unheard of.”

The department now works with a unified clinical philosophy and approach. The entire organization knows the strategic direction they’re headed. And everyone comes to work ready to lead.

“I figured it would take us five or six years to turn the place around,” DeWeese said. “But we’re in an incredible place in half that time.”

Three EAL Leadership Competencies

In EAL, we show you three types of leadership competencies you can easily use on a daily basis to move ideas into action, inspire people to be their best and make collaboration a part of your culture.

Life Methods: EAL pivots on the idea that we’re capable of accomplishing significant tasks, we just don’t always know we are. The Life Methods teach you how to identify the steps to succeed – for whatever task you face – so you can replicate them intentionally. We tend to work (and live) on auto-pilot. Learning about Life Methods helps you illuminate your situation, your team, your challenges so you can get unstuck and intentionally move your projects, your people – your solutions – forward.

Practical Tools: After EAL, you’ll leave with 15 practical, easy-to-apply tools to help you inspire teams to think and act together. These proven methods work everywhere, from 1:1 meetings to large group settings. These tools cut through the clutter and help your teams get work done – while deepening and broadening their insights into the work you do.

Application Insights: Our methods have been helping teams work together for more than 50 years and all across the globe, which means we’ve seen our share of mistakes and triumphs. We’ve compiled these helpful tips to keep in your back pocket and use when needed. They’re insights that you can apply in numerous situations, whether you’re creating a strategy or rallying a team to tackle a big goal.

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EAL Pre-Assessment			
Workshop Modules	Purpose	Life Methods	Practical Tools
Module One: Moving Plans Into Action, Part I	<i>Learn the keys to helping move people forward together toward a common goal or vision</i>	Vision (V) Reality (R) Choices (C)	#1 The Workshop Method
Module Two: Moving Plans Into Action, Part II	<i>Keep plans and ideas from sitting on the shelf, move them into action</i>	Vision (V) Reality (R) Choices (C)	#2 The 5-Step Action Planning Process #3 Individual Thinking, Small Group, Large Group
Module Three: Journeying People to Empowerment	<i>"Poof, you're empowered," doesn't usually work; Learn how to journey people to empowerment</i>	What, Why, How Awareness (A) Learning (L) Practice (P) Support (S)	#4 An Empowering Leadership Style #5 Leadership by Walking Around with Purpose #6 The ALPS Coaching Process
Module Four: Facilitating Thinking Together, Part I	<i>Build reflective capacity in yourself and others – that important "pause button" that refreshes and renews as well as deepens and broadens insights</i>	Facts (F) Feelings (F) Implications (I) Decision (D)	#7 Setting the Context #8 Crafting Open-Ended Questions
Module Five: Facilitating Thinking Together, Part II	<i>Facilitate the conversation that helps people develop a common understanding and pull out the meaning in the thinking</i>	Facts (F) Feelings (F) Implications (I) Decision (D)	#9 The Reflective Conversation #10 Seven Formats for Thinking Together #11 Wall of Wonder
Module Six: Being Comprehensive	<i>Screen initiatives, ideas and actions for comprehensiveness in order to gain insights on what is needed next</i>	What, Why, How Economic (E) Political (P) and Cultural (C) Dynamics	#12 The Dynamics Triangle #13 Balancing Your Thinking #14 Thinking Through Change #15 Recognizing Sub-Optimization
Your EAL Leadership Journey and Post-Assessment			

For additional information or to schedule your **Everyone A Leader** workshop,
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