

Everyone A Leader® Lead Where You Are

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Everyone A Leader (EAL) is a pragmatic set of workshops designed to equip employees with the methods and tools needed to lead from where they are. The result is people thinking and taking action together. EAL builds off of three key truths about the world of work.

- **Leadership is a decision, not a job description.** You can lead from anywhere in the organization. Leadership doesn't come from a title; it springs from how you approach the tasks you accomplish and how you choose to work with others.
- **Everyone needs to know how to lead.** In a high-performing organization, everyone approaches work as a leader, from the front lines to the corner offices. Those who have the title – and perceived power – have a responsibility to the organization to empower their teams to lead.
- **Trust is essential to leading.** When you bring purposeful intention to your actions, you demonstrate the intentionality and authenticity that builds trust. Doing what you say and saying what you do is a foundational component to building trust.

When everyone works as a leader, everyone delivers better work.

In a set of six, four-hour workshops, employees learn three types of leadership competencies they can use immediately to lead where they are. EAL is rooted in the practical, turning decades of global research and teaching into tangible, applicable approaches to collaboration, strategic thinking and problem solving.

EAL offers practical tools to help you think and act – together.

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 director, 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.

Facilitative Tools: After EAL, you'll leave with 12 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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Moving Plans Into Action, Part I	<i>Learn the keys to helping move people forward together toward a common goal or vision</i>
Moving Plans Into Action, Part II	<i>Keep plans and ideas from sitting on the shelf, move them into action</i>
Empowering People	<i>"Poof, you're empowered," doesn't usually work; Learn how to journey people to empowerment</i>
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>
Thinking Together, Part II	<i>Facilitate the conversation that helps people develop a common understanding and pull out the meaning in the thinking</i>
Being Comprehensive	<i>Screen initiatives, ideas and actions for comprehensiveness in order to gain insights on what is needed next</i>
Reflection On Your EAL Leadership Journey	

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