

NEW WORK HABITS FOR LEADERS

The primary goal is to help managers understand marketplace requirements for future employment to adjust their skill set and help create work environments of great commitment.

By conclusion of this session, managers receive a wake-up call that the strengths possessed in the past may require retooling to take advantage of the opportunities in the future business world.

Detailed Agenda

Step 1 – Meet Hard Reality Head-On

Confront the hard reality of exponential change, and diagnose the “multiplier effect” of your personal commitment and capability.

- › The 4 Levels of Change
- › This Is How It Is
- › What Should You Count On to Protect You During Radical Change?
- › The Reality in a Radically Changing World
- › The Performance Equation
- › The Law of Employability

Step 2 – Build Your Capability

Hammer out options for increasing your capability.

- › Invest Your Energy in Identifying Opportunities
- › New Work Habits Portfolio
- › Increasing the Capability to Perform New Work Habits

Step 3 – Build Your Commitment

Identify the personal rewards and consequences for demonstrating the new work habits.

Hammer out options for increasing your commitment.

- Pay for Commitment or Pay for Not Having It
- “They” Excuses
- Increasing Commitment to Perform New Work Habits
- Your “Last Excuse”
- Your Habit Formula for Breakthrough Performance—Capability x Commitment

Step 4 – Firing Up Commitment

Recognize the environmental conditions that can kill the “fire” of commitment in your employees.

Design actions to enrich the work environment and “fire up” your employees.

Conclusion

- Summary of program content and key messages
- First Energy Builder - what are you going to share with your team?

New Work Habits Tools

The 4 Levels of Change/This Is How It Is

- Identifies the level of change the organization demonstrates.
- Highlights that perceptions drive behavior and the perceptions/behaviors may not align with the radically changing marketplace.

Performance Equation

- The performance of New Work Habits is dependent on the understanding and application of two functions: capability and commitment.
- Capability examines the what and how to of New Work Habits.
- Commitment examines the personal need to perform New Work Habits.

Law of Employability

- Discusses the impact of an employability gap in our radically changing world and how the quickest way to increased employability is by performing New Work Habits.

New Work Habits Tools (Continued)

Thinking Process

- › Provides a tool (Capability Model) to understand the key message, brainstorm and create innovative actions to demonstrate New Work Habits in their own work environment.

Payoff Matrix

- › Payoff Matrix is a tool to evaluate their commitment to perform New Work Habits.
- › Provides an evaluative process to consciously analyze and choose their performance based on the personal rewards and consequences for their actions.

Firing Up Commitment

- › Assessment for managers to evaluate how their management behaviors or practices help or hurt their employees' commitment to demonstrate New Work Habits.
- › Assessment for employee feedback is also included.

Participant Materials

- › *New Work Habits Leader's Guide*
- › *New Work Habits for a World Of Exponential Change* handbook
- › *The 4th Level of Change* handbook
- › *Firing Up Commitment During Organizational Change* handbook

