



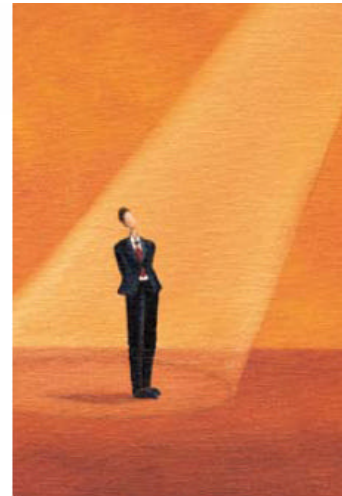
**TITAN GROUP** INC.

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## Employee Training and Leadership Development

### **Titan Leadership Institute**

*Today's Leaders Make Tomorrow's History...  
Are Your Leaders Ready?*



Today's workplace offers many challenges for even the strongest leaders. These challenges range from leading the multi-generational mix to developing highly functioning teams. Leaders are called upon to not just manage processes, but lead *people* to get extraordinary things accomplished.

Titan Group believes that today's most effective leaders are intentional about self-development. Titan Leadership Institute offers your leaders a comprehensive leadership development experience that focuses on self development that will enable your leaders to become a positive force in your organization. Your leaders will develop high performing behaviors that are critical to leading others to achieve organizational success.

Titan Leadership Institute offers 70 hours of leadership development, and includes multiple assessments that will provide participants with a roadmap for intentional development. Each 7-hour session builds upon the previous session and provides your leaders with opportunities in-between each session to apply insights and learning. Titan Leadership Institute employs adult learning methods that include in-depth case studies, video clips, individual, partner and group discussion, guest speakers and supplemental reading. Highlights of each session are described on the following pages.

#### **Session 1: Building a Framework for Leadership**

- ◆ Overview of the Titan Leadership Development Experience
- ◆ Connecting with Your Learning Partners
- ◆ Assessing and Exploring Your Leadership Values
- ◆ Introduction to Five Levels of Leadership
- ◆ 360 Degree Assessment Process

## **Session 2: Developing Your Sphere of Influence**

- ◆ Debrief the 360 Degree Assessment Results
- ◆ Creating a Roadmap for Development
- ◆ Understanding What People Look for in Leaders
- ◆ Model the Way and Set the Example

## **Session 3: Strategic Thinking: Inspiring a Vision and Challenging the Process**

- ◆ Developing and Inspiring a Vision
- ◆ Enlisting Others to Share your Vision
- ◆ Practicing Authentic and Genuine Communication
- ◆ Leading Through Change
- ◆ Strategic Risk Taking

## **Session 4: Connecting and Enabling Others to Act**

- ◆ Developing a Better Understanding of the Nature of Relationships
- ◆ Learning the Building Blocks of Relationships
- ◆ Creating a Climate of Trust
- ◆ Fostering Collaboration
- ◆ Strengthening Those You Lead

## **Session 5: Talent Selection and Succession Planning**

- ◆ Recruiting and Selecting the “Right” Employees
- ◆ Assessing Your Current Talent Pools
- ◆ Understanding the Vital Role Succession Planning Plays in Your Organization’s Future
- ◆ Review Succession Planning Tools and Process

## **Session 6: Leading and Leveraging a Diverse Workforce**

- ◆ Leading the Generational-Mix
- ◆ Distinguishing Traits of Each Generation
- ◆ Identifying Values of Each Generation
- ◆ View Your Organization’s “Value Proposition” for Each Generation to Aid in Recruiting and Retention
- ◆ Learn the Five Differences between Generations: Career, Speed, Loyalty, Balance, and Heroes

## **Session 7: Situational Leadership**

- ◆ Learn the Titan Group Comprehensive Coaching Model
- ◆ Learn the Three Skills of a Situational Leader: Diagnosis, Flexibility and Partnering for Performance
- ◆ Assess your Leadership Behavior Style and Your Degree of Flexibility
- ◆ Practice Partnering for Performance

## **Session 8: Building Highly Functional Teams**

- ◆ Learn the Warning Signs of a Dysfunctional Team
- ◆ Develop Pathways to Overcome Dysfunctions in a Team
- ◆ Fostering Team Loyalty and Collaboration
- ◆ Creating a Spirit of Community
- ◆ Inviting Accountability

## **Session 9: Creating Work-Life Balance**

- ◆ Assessing Your Current Margin
- ◆ Explore How Other Leaders Have Been Successful in Creating Individual Work-Life Balance
- ◆ Offering a Work-Life Culture to Those You Lead
- ◆ Class Field Trip

## **Session 10: Putting it All Together**

- ◆ Titan Leadership Institute Review and Reflections
- ◆ Sharing Your Leadership Development Journey Through Story
- ◆ Celebration and Call to Action
- ◆ Graduation

Please call Jan Bazow, Training and Leadership Development Practice Leader, at (804) 754-8330 to register or e-mail Jan at [jan@titanhr.com](mailto:jan@titanhr.com).