

Leading High-Performing Project Teams

Participants in this fast-paced, highly engaging workplace simulation tell us they have two breakthrough insights, and both insights explode previously-held myths.

Old myth: Leaders are born, not made

New research: The skills of leadership are learned

Participants formally compare what they do at work with the 5 Practices of Exemplary Leaders. These practices have been researched with thousands of leaders around the world by James Kouzes and Barry Posner. Invariably, participants have a great Aha! They each find that they have and express every one of the five practices to some degree. They are convinced they can be leaders! They learn how to improve their leadership skills simply by (a) knowing what skills are required, and (b) practicing these skills until they become ingrained habits.

Old myth: A team is composed of a leader and followers

New Research: The best performing teams are comprised entirely of leaders

Our research finds that the most effective teams are not made up of one leader and some number of followers. The best teams are composed entirely of leaders! We call them *leaderful* teams. This second Aha! hits participants as they discover the 8 Dimensions of High Performing Teams, researched worldwide by Carl Larson and Frank LaFasto in more than 6,000 teams.

With these two myths replaced by current research findings, the way is cleared for participants to freely practice their skills in leading and working in teams, two essential skills for success in today's global world of work.

At the end of two days, participants have convincingly demonstrated to themselves that they are competent leaders and they have successfully served as members of a high performing team.

Learning Objectives

In this powerful two-day workplace simulation, project managers learn . . .

- ▲ The 5 Practices of Exemplary Leaders
- ▲ The 8 Dimensions of High Performing Teams
- ▲ How these are interwoven and interdependent
- ▲ How to apply them to managing projects
- ▲ To become naturally skilled through practice
- ▲ To see themselves as leaders (and more than just managers)
- ▲ To contribute to a high performing team

What is a Computer Simulation Workshop like?

You'll experience all the stages of learning . . .

In a ***Davis&Dean "Flight" Simulation for Leaders***, all stages of learning are experienced, from the *Bliss* of not knowing a skill exists, to the early *Frustration* of not having the skill, through the *Awkwardness* of trying a skill for the first time, and advancing to the *Natural* behaviors of the truly skilled. Continuing on, multiple skills are *Integrated* into new skill sets, which may then either *Align* with personal belief systems or engender new beliefs.

You'll learn by doing it yourself . . .

A ***Davis&Dean "Flight" Simulation for Leaders*** is a personal experience in which fully involved participants do the learning themselves, while being coached and guided by experts. Your learning is not directed simply at the acquisition of knowledge, but towards practicing and using relevant new leadership skills.

You'll work in a leaderful team . . .

In a workshop, up to six teams of three to five participants are immersed in realistic long-term workplace situations. Teams make everyday decisions, plus they deal with dilemmas and unplanned events that must be resolved within specified times, budgets, and other parameters. Each team's progress unfolds differently depending upon the decisions they make using their existing and newly learned skills and knowledge.

It's real work, not a game . . .

These simulations authentically replicate the workplace, although they are more focused, risk-free, and performed in compressed time. Success in a simulation, just as at work, is achieved not by manipulation, but by consistently applying good leadership and management practices, effective people skills, an integrated strategy, and the targeted functional skills being learned.

Your guide is an expert . . .

Davis&Dean Guides (instructors) must meet very high standards, including professional or advanced education supplemented by years of significant and applicable experience. In addition, they must successfully complete our comprehensive and demanding certification process before guiding ***Davis&Dean "Flight" Simulations for Leaders***. A Guide's certification is reviewed regularly.