

The Three-Dimensions of Leadership Negotiating Your Mission, Resources and Context

Date

13 April -17 April 2025

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Why Choose this Training Course?

This course provides a way of leading with a 3-pronged vantage point that de-complicates issues to make effective organizational decisions. As Einstein saw the elements of ' $E=MC^2$ ' which already were present, but unrealized by others, so does seeing The Three-Dimensions of Mission, Resources and Context better equip you to plot strategy and direction; design and manage processes; coordinate units, supervise and guide others into greater productivity and teamwork. Author Earl Wallace forged the MRC concepts in operations where people were transformed into goal-focused teams who effectively negotiated people, partners and politics to reduce resistance, inspire high achievers, and overcome obstacles.

This course will feature:

- How 3-D MRC thinking solves today's challenges in ways that prepare for the organization's future
- How to manage your organization's options by handling its resources to achieve its goals
- How 3-D MRC values help coach, supervise and motivate others to meet organizational needs
- The strategic skills to navigate organizational politics to achieve the missions that matter most
- Practical guidelines for training, delegating and disciplining to move the organization's teams forward

What are the Goals?

By the end of this course, participants will be able to:

- Recognize & explain the Three-Dimensions of Leadership.
- Deploy best practices as a supervisor, program manager and/or multi-group leader.
- Implement the 3-M's of Change Management and achieve continuous improvement.
- Distinguish & participate in the good processes that achieve positive organizational outcomes.
- Craft, organize and develop a positive leadership development culture, in an upbeat work environment.

Who is this Training Course for?

This course is for those who are tasked to lead both people and processes and will assist a wide range of professionals from every field and greatly will benefit:

- Practicing and aspiring Supervisors at all levels and disciplines

- Practicing and aspiring Managers at all levels and disciplines
- Practicing and aspiring Executives at all levels and disciplines

How will this Training Course be Presented?

This course deploys a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. The Instructor jumps starts thinking by presenting his unique concepts that show how to overcome the challenges all leaders face. From the opening exercise camaraderie develops as delegates bond as a team in discussions that move beyond theory into how they will apply the information in their various work settings. All are continually engaged in interactive discourses, exercises and activities. Visual aids illustrate dozens of new concepts and show the practical processes steps of deploying them, and the realistic responses one can expect to them.

The Course Content

Day One: The Three-Dimensions of Leadership

- Background - The Three-Dimensions of Leadership
- Mission Matters Most, Rallying Resources & Converting within the Context
- Understanding the Three-Dimensions of Leadership
- Dimensional Leadership Characteristics
- Synthesizing mission, vision and values into strategic initiative
- Vision Guides, the Good Processes that Lead to Good Outcomes

Day Two: Rallying People to Provide their Potential

- WISE Leadership (What Is Someone Expecting from the Leader)
- Crafting A Triple-C Culture of Communication, Cooperation and Coordination
- Getting Synergy from Your Team's Diversity
- The Quality of Leadership Determines the Quality of Followership
- Triple-T Delegation Dynamics
- 4 Types of Employees & The "Vmployee Diaries" (2 Assessment Models)

Day Three: Developing a 3-D MRC Focused Leadership Development Culture

- Six Leadership Styles, Theories & 3-D Assessments
- Selecting the Right Style for the Situation
- The Mechanics of Leadership Roles: Coaching, Mentoring & Supervising
- Coaching & Supervising To Achieve The 80/20 Postulate
- The Evaluation, Mediation and Disciplinary Processes
- Supervising for Succession to succeed with high Right Quadrant People

Day Four: Leading Change by Getting The Most Mission Focus From Working Relationships

- Converting within the Context of Core Operational Success Dynamics
- The 3-M's of Change Management
- The Negotiating Nexus

- People, Politics & Process
- Building Three-Legged Stools of Understanding
- Inciting Innovation through the 5 Factors of Out-of-the-Box Thinking

Day Five: Developing & Self-Assessing your 3-D Leadership Profile

- Executive Essentials
- Developing A Pattern-Seeing, Problem-Solving Culture
- Analyzing The Context for Your Organization's Balanced Scorecard
- CPR – The Confidence to Pursue Reality to Make Data-Driven Decisions

Finale: The Ultimate Take-A-Ways & Challenge

- Developing and Assessing Your Three-Dimensional Leadership Profile
- The Ultimate Leadership Competency: The Three-Dimensional SEM Master!



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