

Chameleon Leadership



Take Flight Learning

Overview

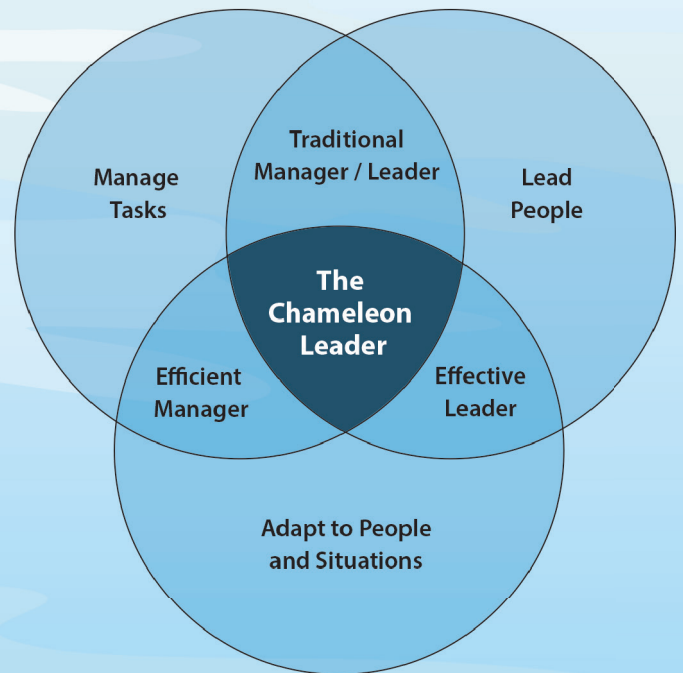
Chameleon Leadership teaches current and future leaders how to flexibly adapt to the needs of their direct reports. This one-day session takes existing skills to the next level by linking the four personality styles (Eagles, Parrots, Doves and Owls) to a range of core leadership skills.

Managers will quickly discover that in all likelihood they have been creating an environment in which they themselves will thrive instead of an environment in which their people will thrive. Without realizing it, leaders regularly impose their personality style on their staff. Traditional leadership training ignores this reality and typically espouses a one-size-fits-all approach to leading others.

Since the most successful leaders are the most adaptable leaders, *Chameleon Leadership* teaches people how to adapt to the people who report to them. They will experience both the positive impact of applying the four styles when dealing with their staff members...and the negative impact when they do not. This is a highly immersive session in which exercises accompany every skillset which enables participants to simultaneously learn on the cognitive, physical and emotional levels.

Picture a decisive Eagle manager who assertively drives for bottom-line results. This Eagle communicates candidly and succinctly. There's no time for small-talk when there's work to be done! Now imagine a soft-spoken Dove reporting to this Eagle. The Dove may feel like the manager lacks compassion, only caring about the work rather than the people. You probably already know that the number one reason people leave their organizations is their manager. By contrast, *Chameleon Leaders* not only get superior results, they engender loyalty, trust and commitment.

This session can stand-alone as a leadership development training program or it can be used to advance leadership skills taught in previous courses. *Chameleon Leadership* is designed for maximum retention and maximum impact.



Outline

Chameleon Leadership was designed to develop the critical skills needed by today's leaders. The session is filled with exercises to allow the participants to experience the styles in action.

The training program targets:

Transcending the Classic Manager/Leader Paradigm:

Participants will discover the importance of incorporating style flexibility into their daily interactions.

Communicating & Listening:

Participants will learn to infuse the four styles throughout every aspect of communication, including: sharing information, listening to their staff, inspiring a common vision, motivating others and creating an engaging environment.

Leading Inclusive Meetings:

Chameleon Leaders will learn how to engage Eagles, Parrots, Doves and Owls so that meetings are synergistic and productive.

Delegating for Results:

By experiencing delegation in action, leaders will discover the importance of flexing to their direct report's style when assigning work.

Providing Meaningful Feedback:

Participants will engage in a feedback activity that will transform how they grow staff members of every style.

Engaging the Team:

Participants will discover the power and implication of applying the four styles in their efforts to increase performance and satisfaction.

Coaching & Questioning:

By learning how to ask style-focused questions, *Chameleon Leaders* will take their direct reports to the new heights.



Outcomes

While some managers never receive any training at all, some have gone through a significant number of training programs to help them be better managers and leaders. And yet, study after study reveals that people don't quit their company, they quit their boss. We can understand this if people are not received any training, but why are people who have sat through many hours of classroom leadership training still not connecting to their staff members?

The answer is that managers don't know how to lead people who have different needs than they do. For instance, an Owl manager might assume the best way to delegate work is to provide great detail to ensure the direct report clearly understands the expectations. However, imagine if this Owl manager is leading a Parrot/Eagle who just wants the freedom to figure things out for themselves. That individual may feel micromanaged rather than supported.

Chameleon Leadership is designed to enhance the everyday leadership skills that employees want from the person they report to. Following this session, managers will not just be better leaders, they will be *Chameleon Leaders* who can effectively lead anyone, regardless of their personality.

Chameleon Leadership is designed to create Chameleon Leaders who:

- Display Eagle candor, Parrot passion, Dove empathy and communicate with Owl clarity
- Take direct reports of all personality styles to the next level
- Make emotionally intelligent decisions that flexibly adapt to what is needed in the moment
- Develop their staff by honoring the individual needs, gifts and challenges of their staff
- Create an environment in which everyone can thrive
- Leverage their team by building on each person's strengths
- Drive Eagle results, Parrot morale, Dove loyalty and Owl quality



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