

**A two-day workshop guaranteed to put you and your organization on the path to success**

**AUGUST 23rd-24th, 2016**

National Weather Service Training Center

7220 NW 101st Terr.

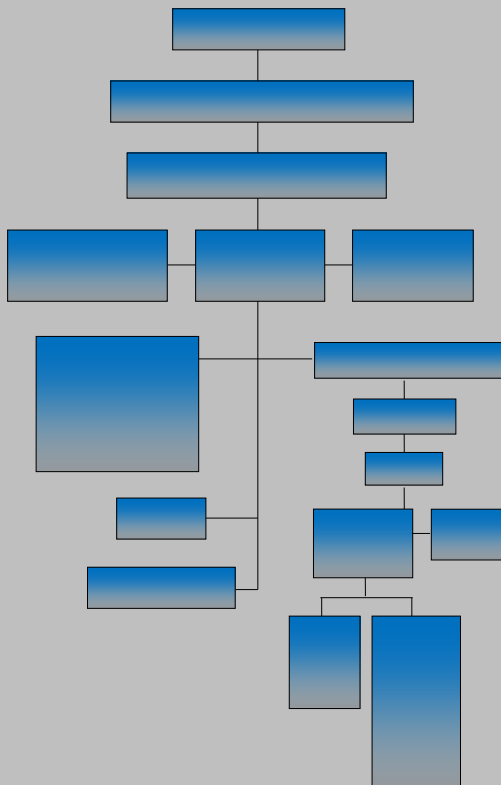
Kansas City, MO 64153

**8:00 am - 4:00 pm**

**Register online at: [www.KansasCity.FEB.Gov](http://www.KansasCity.FEB.Gov)**

# Blueprint to Excellence

How Exactly to Build a Great Organization or Team



**How to Transform an Organization or Team From the Ground Up**

**In this workshop you'll learn:**

- How to build credibility as a leader
- How to create a dynamic vision that inspires
- The missing link in organizational success
- How to develop systems that excite
- The #1 focus of every organization
- How to get great performance
- The #1 way to motivate employees
- Coaching skills that work
- Magic phrases that motivate and inspire
- How to build a team that gets along
- Interviews that weed out potential problems
- Qualities every leaders MUST have
- How to make the impossible possible
- How to transfer ownership to employees
- ...and much, much more



**Greater Kansas City Federal Executive Board**

2300 Main Street, Suite 2NE521

Kansas City, MO 64108

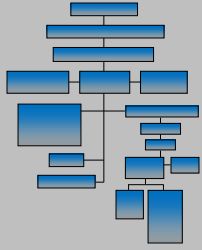
Phone: (816) 823-5100

Fax: (816) 823-5104

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# Workshop Outline

Worship hours:  
8 a.m. to 4 p.m.  
both days

## Day One

### Morning Session – 8 a.m. - noon

#### Introduction to Blueprint to Excellence

- The primary focus of an organization
- Personal commitment to transformation
- Thinking the impossible
- Dying to old paradigms and winning strategies
- Understanding the people we desire to lead
- Getting rid of hindering beliefs
- It's all about ownership

#### Step #1: Build Your Credibility

- The foundation of leading others
- Leading others the SIMPLEW way
- Becoming a servant leader
- The importance of emotional intelligence
- Leadership as a state of being, not doing
- Demonstrating principle-centered leadership

#### Step #2: Developing a Personal Vision

- The magic of vision
- How to quantify leadership
- Formula for developing a personal vision

#### Step #3: Gaining Commitment of Star Players

- Why you can't build success on your own
- Get the right people on the bus first

### Lunch – 12 p.m. - 1 p.m.

### Afternoon Session – 1 p.m. – 4 p.m.

#### Step #4: Developing a Customer-Focused System

- Why a system of standards is important
- The foundation of a system: customers
- It's all about great performance with customers
- Building a performance management system
- Building an information system
- Building a reward system
- The truth about motivation
- The truth about involvement
- Transferring ownership to the associates

## Day Two

### Morning Session – 8 a.m. - noon

#### Step #5: Building the Associate through Coaching

- Why coaching is essential
- What every coach needs to know about associates
- Coaching through MBWA
- The quarterly development plan
- How to give a great annual review
- Building a great performer mentality
- Ownership: giving away your control
- Coaching strategies that work
- Who really measures performance?
- Rewarding great performance
- The disciplinary process: the power of consequence
- Termination: associates fire themselves

#### Step #6: Building a Dynamic Culture

- Setting Goals the SMART way
- Primary reasons teams fail
- 3 goals teams must set
- Developing an open and supportive environment
- Developing Team Pride
- Teambuilding: games and exercises to build the team
- Importance of personality profile testing

### Lunch – 12 p.m. - 1 p.m.

### Afternoon Session – 1 p.m. – 4 p.m.

#### Step #7: Protecting Your Territory

- The interview process: make them nervous
- How to conduct a successful interview
- Promotion: pick only the best

#### Debrief and Discussion

- Can the blueprint to excellence actually work?
- Making the impossible possible
- Meeting of the minds: management round table

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