

The University of Toledo
CENTER FOR CONTINUOUS IMPROVEMENT

GETTING RESULTS: THE FIVE ABSOLUTES FOR HIGH PERFORMANCE LEADERS

PROGRAM OVERVIEW

Getting Results is arguably the most pressing concern of both organizations and managers today. In our ultra-competitive, global marketplace, getting desired results is the key to survival. When organizations fail to get desired results, they run the risk of being put out of business. When individual managers and executives fail to get results, they can easily find their careers derailed or, worse yet, find themselves out of a job.

This seminar will provide the participants with a step-by-step guide for action to help them “get results” in a very effective fashion through accountability, execution and high integrity with and through people and processes. The presenter, Dr. Clinton Longenecker, will bring extensive knowledge to the creation of this results-oriented management process. His professional background of over 20 years of organizational, applied research and consultative experience in both public and private sectors in the U.S. and abroad. The facilitator will draw upon a large database of organizations and managers from extensive, applied research that will be the heart and soul of this workshop.

WHO SHOULD ATTEND

This seminar is designed for supervisors and management personnel who wish to improve their performance and/or the performance of their teams, as well as anyone interested in improving his/her ability to get results.

ABOUT THE INSTRUCTOR



Clinton O. Longenecker, Ph.D. is the **Stranahan Distinguished Professor of Management** at The University of Toledo and “one of the **Top Fifteen Business Professors in the World**” – The Economist. As an active management consultant, educator and executive coach,

Clint works with a wide variety of Fortune 500 firms and entrepreneurial organizations. His motivational presentations blend common sense, humor and personal conviction. He has published over 170 articles and papers in leading academic and professional journals, while his **Getting Results** book has been translated into 9 languages. He holds a B.B.A. in Marketing and an M.B.A. in Management, both from The University of Toledo, and a Ph.D. in Management from Pennsylvania State University.

PROGRAM TOPICS

- 1. Keys to Career Survival & Success**
- 2. Why Leaders Fail to Get Results**
- 3. Practices of High Performance Leaders**

Absolute #1 Get Everyone on the Same Page: Create Focus

- Create Clear Vision and Mission
- Clarify Your Value Added Role
- Develop Performance Goals and Metrics
- Clarify Each Employee’s Role

Absolute #2 Equip Your Operation with Tools, Talent and Technology

- Systematic Planning
- Proactive Staffing
- Ongoing Training and Education
- Equipping Your People

Absolute #3 Create a Climate for Results

- Motivate for Ownership and Accountability
- Continuous Performance Measurement
- Removing Performance Barriers
- Ongoing Feedback and Coaching

Absolute #4 Nurture Relationships

- Effective 360 Degree Working Relationship
- Dynamic Communication
- Trustworthy Leadership
- Teamwork and Cooperation

Absolute #5 Renewal

- Process Improvement
- Constructive Employee Appraisal and Development
- Personal Development
- Create and Maintain Balance

Attendees will receive a copy of *Getting Results: The Five Absolutes of High Performance*, written by Drs. Longenecker and Simonetti.

If you wish to tailor this program for onsite training at your company, please contact Carrie Herr, Director, by calling 419-530-2037 or via email at carrie.herr@utoledo.edu.