



# LEADING AND MANAGING FOR RESULTS

## grow

» Better understanding  
of staff and potential

» Tangible management and  
communication skills

### WHEN YOU NEED TO ENHANCE MANAGERIAL SKILLS AND CONTRIBUTIONS

**Need to engage key talent quickly?** This leadership development tool is an excellent start. Designed as customizable program, it's typically built around two consecutive sessions, each two days in length and scheduled six to eight weeks apart. Each session covers four leadership modules and delivers practical skills that can be applied immediately.

The program is designed for dual audiences:

- Individual contributors wanting to develop their leadership skills and/or qualify for new management roles
- New managers/supervisors needing core foundational skills and tenured managers seeking to enhance management skills

Areas of emphasis:

- Leadership vs. Followership
- Understanding self, values, roles and the importance of style
- Manage other styles (DiSC Assessment)
- Motivating and engaging talent across generations
- Communication and conflict resolution
- Talent management, including interviewing skills, coaching, feedback and performance management
- Time management
- Leading teams

“Personally I found the Leading and Managing for Results (LMR) program extremely valuable for myself entering into a leadership role. The topics covered were perfectly suited in ‘priming’ me for my new role as a manager. The lessons learned during LMR were easily taken back to my office and implemented immediately, aiding me in becoming a more effective and efficient leader. As well, LMR was a perfect segue into the Leadership Development Program (LDP), in that LMR provided a perfect framing for subjects later covered more thoroughly during LDP.”

— **LELAND TOVES**  
AVP, LEASE AND LOAN ACCOUNTING, FARM CREDIT WEST

## LEADERSHIP DEVELOPMENT RESOURCES

WHEN YOU NEED TO SEE:	LOOK TO:	LEAVE WITH:
Increased skills and contributions from managers	<b>Leading and Managing for Results</b>	<ul style="list-style-type: none"> <li>Better understanding of self and potential</li> <li>Tangible management and communication skills</li> </ul>
New and dynamic management capabilities	<b>Leadership Development Program I: Art of Management</b>	<ul style="list-style-type: none"> <li>Greater understanding of self and leadership options</li> <li>Deeper knowledge of management/communication skills and their tangible application</li> </ul>
More strategic thinkers and effective leaders	<b>Leadership Development Program II: Art of Leadership</b>	<ul style="list-style-type: none"> <li>Practical skills in strategic thinking, systems thinking, decision-making and more gained through an organizational action learning project</li> </ul>
A higher level of leadership ability	<b>Leadership Development Summit</b>	<ul style="list-style-type: none"> <li>Opportunities for application of strategic leadership skills and best practices</li> </ul>
Big-picture thinking supported by practical leadership skill development	<b>Gettysburg Leadership Experience: <i>Step into the landscape where leadership lives</i></b>	<ul style="list-style-type: none"> <li>Clearer understanding on how/when/why to employ specific strategic leadership skills</li> </ul>
Transformative action among your leaders, individuals and teams	<b>Customized Design and Experiential Learning</b>	<ul style="list-style-type: none"> <li>New skills and the ability to draw transferable conclusions that positively influence personal and professional perspectives</li> </ul>
More courageous and honest communication for problem resolution	<b>Crucial Conversations®</b>	<ul style="list-style-type: none"> <li>Pragmatic insights into collaboration, open communications, personal and professional development</li> </ul>
Improved trust and employee engagement	<b>iLoveFeedback®</b>	<ul style="list-style-type: none"> <li>Highly applicable skills to facilitate collaboration, team interaction and communication</li> </ul>
Heightened performance at individual, board and organizational levels	<b>FCC Services Conferences</b>	<ul style="list-style-type: none"> <li>Enhanced skills for sustained, productive action</li> <li>Innovative insights and creative approaches</li> </ul>

### ABOUT FCC SERVICES

Since 1975, FCC Services has worked with the Farm Credit System, agribusinesses and cooperatives to help them achieve organizational and operational success. Today we are a business service and consulting firm that works with clients in a variety of industries to manage their risks, maximize their collective buying power and promote excellence in their organizations and boardrooms. Headquartered in Denver, Colorado, with approximately 60 employees, FCC Services is proud to serve a wide range of clients across the United States.

**We welcome the opportunity to tell you more.**

Please contact us at [info@fccservices.com](mailto:info@fccservices.com) for more information.



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