

LEAN YELLOW BELT CERTIFICATE ENHANCEMENT: LEADERS AS COACHES

COURSE DESCRIPTION

Participants of the “Leaders as Coaches” enhancement training program develop their leadership capabilities to lead projects or business units to success. This enhancement to the Lean Yellow Belt training certificate also teaches valuable technical and soft skills to increase the effectiveness of any Leader during a Lean transformation. They are taught a Vision development processes through which they can work collaboratively with members of their teams to create a compelling Vision which all team members can align. They are then taught to break that Vision down into Strategic Goals and then actionable steps on which the team can execute towards successful realization of their Goals and Vision. Throughout the training, participants are also taught some of the "softer" skills of people management, such as how to effectively nurture a healthy culture in their teams and how to hold team members accountable. Employees are developed to the point that they will successfully be able to take a primary leadership role in large projects, or in managing business units or an entire business entity.

PROGRAM OBJECTIVES

- ✓ **Develop the capability to lead large projects or business units to success**
- ✓ **Develop the capability for setting the Vision and direction of a project or business unit**
- ✓ **Learn a repeatable process for strategic plan development**
- ✓ **Develop a strategic plan relevant to the participant's current work (where applicable)**

PROGRAM STRUCTURE

MODULE	LEARNING OUTCOMES	HOURS
Module 1: Developing & Cascading a Vision		
What is the overarching “Why” to your company or project team's existence? What is the stretch goal you are working to achieve? How can you align & inspire others to act on a Vision?	<ul style="list-style-type: none">• Learn to facilitate collaborative discussion to uncover the purpose and values of an organization, team or project.• Develop skills to be able to communicate and cascade the vision of an organization or project to all stakeholders.	8
Module 2: Culture Development & Transformation		
Why is culture important and how do we define the values on which to build it? Does the culture of your team or business provide for high levels of engagement and productivity?	<ul style="list-style-type: none">• Learn the importance of values-driven culture at the team and organizational level.• Explore the values of your business, team or project.• Learn how to measure culture and audit values alignment.• Explore actions that can be taken to enhance culture and alignment.• Learn how to lead a culture transformation initiative.	8

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Module 3: Strategy Planning & Execution Mastery		
<p>How can you assess the current state health of my project or business?</p> <p>How can you clearly define strategies and plans for how to execute on them?</p> <p>How can I develop rigorous processes to hold my team accountable for meeting committed outcomes?</p> <p>Determine what Targets and Performance Indicators for your business or project will help you assess performance towards goals?</p>	<ul style="list-style-type: none"> • Learn to apply tools to assist with analysis of the strengths, opportunities, and risks associated with your current project or business unit. • Develop an aptitude for long and mid-range planning. • Learn a divergent/convergent process for focusing your strategy on the highest leverage activities most important to your project/business. • Explore an action planning technique to assist with thorough and complete execution on plans. • Develop an understanding of the importance for the “track and post” method for accountability. • Develop an understanding of the importance of appropriate meeting rhythms for your project or business unit. • Learn a process for making accountability to the execution of goals visual and consistent • Develop an understanding of different types of performance indicators. • Learn how to develop a balanced scorecard to act as a dashboard for ongoing measurement of project or business performance. 	8
Total Instructional Hours:		24 hrs.

PREREQUISITE

This enhancement training is taken along with the Lean Yellow Belt – Office, or Lean Yellow Belt – Operations training. It needs the successful completion of one of those course requirements, along with selected enhancement add-on courses to be awarded an enhanced Yellow Belt certificate.

EVALUATION

Attendance and participation in group discussions	30%
One (1) completed Strategic Plan	70%
TOTAL	100%

PROGRAM DELIVERY

This course is delivered through a variety of activities including instructor-led sessions, group discussions, audio/visual presentations, and assignments.

PRICE

\$2,400 per student

INSTRUCTOR



Christy Benoit is a seasoned business leader with expertise in Strategic Planning, Culture Transformation and Leadership Development. Blending her practical business experience with her knowledge of business best practices, she coaches and trains leaders and managers towards successful attainment of their goals. Christy's teaching style focuses on both the hard and soft skills required by effective leaders.