

FIT TO LEAD

PROGRAM OVERVIEW BY DEREK DEPREY

Excite. Engage. Empower.

Team Member effectiveness is strongly related to how their direct supervisor leads them. Most well-led Team Members produce exceptional results, while poorly-led Team Members produce mediocre results.

So, what is the path to creating AND sustaining results? It takes an organization to believe that success stems from investing in and developing their people.

Managers are expected to continually do more with less and, therefore, are spending most of their time fighting fires, making sure the team is meeting expectations, and ensuring the work is getting done. Because of the pressure placed on these managers, they do not, or cannot, take the time necessary to improve themselves. This means that their potential to improve is not identified and developed.

The reality is that managers DO want to get better. However, most of them do not receive the direction, training, and support from the organization to allow that to happen. Cue, *Fit to Lead*: that is exactly why I have built this leadership development solution.

Fit to Lead gives your executives, directors, managers, supervisors, and emerging people-leaders a roadmap with the tools needed to create or refresh their leadership skills. You will learn essential foundational leadership skills in a practical, interactive, and thought-provoking way. This will create a culture shift of increased employee effectiveness, engagement, and retention – and, therefore, increased revenue and profitability for your company. Everyone wins!

While many important elements influence culture, leadership impacts it the most. Today's managers need to be able to lead themselves, lead people, and lead teams. *Fit to Lead* offers a multi-phase curriculum that consists of the following three sections: (1) Leading Yourself (2) Leading People (3) Leading Teams.

*Intentional Self-leadership + Influential People-leadership + Inspirational Team-leadership =
An Invigorating Culture*

Each module is kicked off with an inspiring keynote. The keynote is followed by one or more in-person or virtual workshops over the course of the organization's preferred timeline. Companies can purchase the full program at a discounted rate. The full program includes a train-the-trainer option where select employees will become internal *Fit to Lead* certified facilitators.



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Developing strong leadership skills will take time and effort. Completion of the entire 26-session program will take about 90 hours. The learning will not die in the classroom. Every session will have a clear connection back to your work or life. To ensure that your organization offers the most impactful topics, it is highly recommended that all managers take the *Fit to Lead Assessment*. *Note: The Self-Leadership section is geared towards any audience, including non-managers.*

People who become *Fit to Lead* certified will:

- Improve their quality of life and achieve a better balance
- Spend more time coaching and developing their employees
- Build a highly engaged and productive team
- Set clear expectations and hold people accountable
- Be confident giving feedback and having difficult conversations
- Be comfortable speaking in front of groups
- Effectively delegate and assign work
- Be laser-focused on their highest priorities
- Communicate more effectively
- Improve their own emotional intelligence
- Create a drama-free culture
- Feel empowered to speak up and make decisions
- Collaborate more and achieve team objectives
- Appreciate and retain their best employees
- Achieve personal goals and be more likely to experience career advancement
- Add value to people and have a lasting impact company-wide

Now is the time to stop talking about becoming a better leader and start doing the things necessary to become one! Meaningful change will happen if you are serious about getting better, regularly attend and actively participate in all *Fit to Lead* workshops. I believe in you and will help you every step of the way.

Are you interested in learning more about how I can help you build and launch a customized leadership development program for your organization? If so, please contact me at 414.803.2491 or Derek@DerekDeprey.com.



SECTIONS

Section 1: Intentional Self-Leadership – 8 Workshops

The truth is simple -- you cannot lead others if you cannot lead yourself. Great leadership starts with intentional self-leadership. Unfortunately, the toughest person to lead is yourself because you are constantly giving your time and energy to others. Self-leadership is honestly and authentically working to become the best version of yourself. It is about discovering who you are, deciding where you are going, and designing how you will get there. Self-leadership is necessary to help you accomplish your goals and become a leader worth following...one who leads by example from the inside-out and influences others to take action. Lead yourself first, not last.

Section 2: Influential People-Leadership – 10 Workshops

People are THE difference. The success of your organization hinges on the ability of your managers to create more leaders. Unfortunately, managers are expected to continually do more with less. Because of the increased pressure placed on them, they get sucked into the weeds, end up task-focused, and do not take the time to develop others. Leadership is helping people to become the best version of themselves. The best way to positively impact an organization is through leadership development. Great leadership enables organizations to improve financial performance, attract talent, retain high performers, and drive strategy execution. People can learn to become influential leaders over time with the right instruction.

Section 3: Inspirational Team-Leadership – 8 Workshops

The whole is greater than the sum of its parts. An organization's overall success is highly dependent on this idea that functional teamwork is fundamentally key to results. Effective team-leadership turns this idealistic goal into a reality. Team-leadership focuses on uniting your team around a vision or common goal and inspiring your followers to achieve it. The secret to being a team-leader is the ability to put the group's needs ahead of your own and enhance employee interpersonal relationships. When combined, leadership and teamwork increase efficiency, improve communication, expedite idea generation, distribute workload, and establish a winning culture.

Workshops

Descriptions & learning outcomes for all sessions are available upon request.

LEADING YOURSELF WORKSHOPS

Work & Life Happen: Building an Aligned Life for Personal & Professional Success (3 Parts)

Part 1 - Discover Who You Are & Decide Where You Are Going

Part 2 - Design How You Will Get There: 10 Habits That Will Transform Your Life (1-5)

Part 3 - Design How You Will Get There: 10 Habits That Will Transform Your Life (6-10)

Live Well, Lead Well: 5 Practices to Feel Better in Work & Life (2 Parts)

Part 1 - Stress & Sleep Mindfulness

Part 2 - Food, Exercise & Water Mindfulness

Establishing Credibility as a Leader

Tackling Your Top Priorities at Work

Increasing Emotional Intelligence & Deescalating Situations

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LEADING PEOPLE WORKSHOPS

The 5 Levels of Leadership: Proven Steps to Maximize Your Potential

Becoming a Person of Influence: How to Positively Impact the Lives of Others

Every Job Matters: How to Appreciate People & Inspire Greatness [AVAILABLE JULY 2023](#)

Having Effective Conversations & Being an Adaptable Leader [AVAILABLE SEPTEMBER 2023](#)

Assigning Work & Setting Expectations

Giving Feedback & Having Difficult Conversations

Guilt-Free Discipline: Navigating Violations & Terminations [AVAILABLE MAY 2023](#)

Motivating Employees Through Performance Reviews, Stay Interviews & Quarterly Conversations

Leading Development Plans [AVAILABLE NOVEMBER 2023](#)

The Leader as Coach & the Art of 1-on-1's [AVAILABLE JANUARY 2024](#)



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LEADING TEAMS WORKSHOPS

Everyone Communicates, but Few Connect: What the Most Effective Teams Do Differently (2 Parts)

Part 1: Four Principles **AVAILABLE MARCH 2024**

Part 2: Four Practices **AVAILABLE MAY 2024**

The Miracle of Teamwork: Together We Can Do the Impossible

How to Recruit, Interview, Hire & Onboard Rockstar's

Increasing Employee Engagement Through Work-Life Fusion **AVAILABLE JULY 2024**

Driving & Inspiring Accountability Throughout Your Team

Leading Your Team Through Change **AVAILABLE SEPTEMBER 2024**

Facilitating Meetings, Solving Problems & Making Decisions **AVAILABLE NOVEMBER 2024**

