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Leading for Outcomes

A Human Services Leadership Development Program



Leading for Outcomes



Leading the Organization
-internally
-externally

Leading the Function

Coaching & Retaining Talent

Leading Others

Understanding Self & Leadership
-Strengths
-Style

Leading an organization in the non-profit world of Human Services is uniquely complicated by the shifting realities of the economy, politics, governance, funding relationships and the challenge of attracting and retaining talent. OrgCode has over 30 years experience in the design and delivery of cutting edge leadership programs. Our programs can help you become a more effective leader by integrating adaptable and actionable leadership skills and techniques into your leadership repertoire. This leadership training experience, *Leading for Outcomes*, will help you positively impact managers, supervisors, staff, front-line workers, Board, community peers and other stakeholders in your organization.

The OrgCode 2-day core leadership program, *Leading for Outcomes*, is designed for experienced leaders and emerging, high potential individuals in the Human Services sector. *Leading for Outcomes* has five components:

1. Understanding Self & Leadership Strengths/Style
2. Leading Others
3. Coaching & Retaining Talent
4. Leading the Function
5. Leading the Organization — Internally & Externally

As an experienced leader, you have proven capabilities in managing other people and resources. But, it is also your responsibility to span silos that often limit your organization's effectiveness and impede the efficiency of internal workflow processes. Leading a large function in an organization that is reacting to external changes or adjusting its reach in the community may require something more and OrgCode can help.

Leading for Outcomes will help you align your organization to focus on the clients you are serving at the same time that you fulfill your Board's strategic mandate. Balancing tactical and strategic priorities means understanding your own strengths while developing and leveraging the strengths of your team so you can help the people of your organization deliver the organizational outcomes that are consistent with your mission. Our program will help you go from leading a group of people to leading a team with a singularity of purpose that delivers outcomes.

Intelligence and good judgment are the price of admission for people in your organization. However, loyalty, integrity, high energy and a balanced ego are the traits that effective leaders model and coach. Most critically, you need to develop a team that has the capacity to anticipate problems and can make high quality decisions with you but, more importantly, without you.