

## Welcome to A-Week Development Program for Today's Managers and Tomorrow's Leaders

### ***Worth Remembering ...***

*“For all the fashionable hype about leadership, it is unfashionable management that is being practiced, and its fundamental characteristics have not changed.”*

**- Hale**

A half-century ago, Peter F. Drucker, considered the most influential management thinker of all time, brought management practice to the forefront; other notables have tried to “one-up” him ever since. The debate will continue long after you have finished completing the individual exercises, case studies and final module reviews contained in this workbook.

I have spent 40+ years managing and leading others, and based on my experiences, I believe that managers and leaders have more in common with each other than not. They are mutually *inclusive* of one another – not mutually *exclusive*, despite what some leadership experts would have us believe. The lines between the two are blurred, if not disappearing altogether.

Think of a job you could do that didn't involve communicating and interacting with people. It isn't easy to find one – if you can find one at all. The role of today's manager or business leader has changed. New leadership skills are required for the workplace of today and the next decade. Daniel Goleman,

## 4-Week Development Program for Today's Managers and Tomorrow's Leaders

Psychologist and author of the bestselling book "Emotional Intelligence." believes that sixty-seven percent of the competencies needed to manage or lead people effectively are emotionally based, often referred to as soft skills or people skills.

Managers and business leaders must master these four skills. They must get to know their people, communicate often, educate them on what they need to know, and then learn to get out of their way and let them do it. Whether you are a first-time manager, team leader, or seasoned veteran looking to enhance your ability to develop people more effectively, this program is for you. Being technically competent at your job doesn't guarantee that you will be as successful managing or leading others. Your ability to communicate and "connect" with the people you work with will determine your overall success as a manager or business leader.

Practice managing well, and people will want to follow you. You may have been given the title of manager, or people may refer to you as their leader, but if no one is buying into what you are saying or taking you seriously, it doesn't matter what title you have.

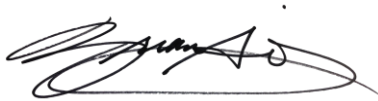
Although I would like to tell you otherwise, it doesn't matter what book you read, the workshop you participated in, or what seminar you will attend; even this book will NOT be the exception to the rule. There aren't any silver bullets here.

Unless you apply the leadership lessons in this 4-week program, your time and money will not be well spent.

## Leadership Lessons from a Reformed Control Freak

Unless you are willing to develop a new way of managing and leading others, nothing will change. Trust me – the workplace is continuously changing, and you will be left behind if you don't adapt to keep pace with that change. If you apply the lessons you will learn by completing the individual exercises, case studies and end-of-module reviews in this 4-week program, you will develop the skills needed to manage and lead others. I guarantee it.

I wish you all the best, Cheers

A handwritten signature in black ink, appearing to read 'Brian Smith', with a stylized flourish at the end.

Brian Smith – Power Link Dynamics.

### **A word About Quotes**

If you follow me on social media, you already know how much I love quotes. I use them all the time on my posts. You'll find some of my favourite quotes throughout this program. I hope they'll inspire you as much as they have inspired me. I believe it's important to give credit where credit is due to the original author. If I didn't write it or don't know who did – the credit goes to Author Unknown. Please let me know if you read one of the quotes and know who the author is.