



OPERATIONAL LEADERSHIP EXPERIENCE

The automotive industry is evolving, and the environment is increasingly volatile, uncertain, complex and ambiguous. To further complicate matters, consumer behaviors are changing, and employees expect a wide spectrum of support from their leaders and flexibility from their workplaces.

Leaders must exhibit unprecedented clarity, make courageous choices, and inspire performance and commitment of their employees to be successful. In many cases, this leadership role will require a change in how leaders see themselves, their day-to-day work and their contributions to the organization and the team.

SHIFT | Activate helps operational leaders develop a mindset and skills to:

- focus their organizations on their highest priorities
- develop and nurture cultures that support those priorities AND attract and retain talent for their organizations
- lead in ways that support consistent, optimal and inspired performance

The program includes series of experiences that help leaders articulate their desired outcomes and expectations with clarity, and develop plans that address key performance drivers, create alignment and engage their organizations. Leadership content and models are introduced and applied in the context of the participants' "real work".

The program includes the following components:

- Leadership Assessment
- Four, 2-day in person sessions over 4-6 months
- Group meetings between sessions to debrief, share learnings and support accountability
- Prework to gather materials, set context and determine program performance and development goals

PROGRAM OBJECTIVES

- Validate or reframe role of leadership in context of environment and organizational commitments
- Articulate highest priorities, develop and execute plans that address key performance drivers
- Create routines to exercise leadership discipline that supports consistent performance over time
- Communicate direction in ways that achieve alignment and inspire the organization
- Develop, model and nurture a culture that supports organization goals and an environment to attract and retain talent

TARGET AUDIENCE

- Regional or Area Vice Presidents (leaders of General Managers)
- General Managers
- Department Managers with potential to be General Managers in 12-18 months

TOPICS

- Alignment
- Culture
- Performance
- Leadership

LEARNER PREP

- Prework will be required to gather organizational information and begin work on performance objectives and development plans that will be used during the program.
- A leadership assessment will be completed in advance, to inform development focus

2019 PROGRAM DATES:

Session 1: June 11-12

Session 2: July 18-19

Session 3: August 20-21

Session 4: September 17-18

FOR MORE INFORMATION

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