

One behavior of front-line leaders predicts these business results:

- Greater engagement at work
- Reduced turnover
- Less resistance to change
- Increased discretionary effort
- Improved cooperation
- More innovation

What is it? **Approachability**. Do your front-line leaders have it? **It's learnable!**

To review the research on Approachability: <https://approachableleadership.com/research/>

The **Approachable Leadership® Learning System** and our coaches are the trail guides for front-line supervisors and managers, providing the understanding, tools and support to enable them to grow fully into the role of an approachable leader.

The flagship **Approachable Leadership® Workshop** kicks off the approachability journey. Designed for groups of up to 25, it combines moving stories, hands-on practice and review of (often surprising) leadership research that emphasizes the “what’s in it for me” for each participant. Within minutes of leaving the workshop they can apply what they learned with a set of easy-to-use tools and action commitments that will transform their leadership, and thus their work



environment. The Workshop is a 4-hour, highly interactive experience followed by 30 days of online follow-up to cement the newly learned behaviors.

#### The five keys to successful adult learning at work:

- Self-motivated learners
- Spaced repetition of content and practice
- Direct connection of learning to the work context
- Learning system designed to fit within the work environment
- Measuring results

The flagship Workshop can be followed by a series of additional workshops. Each workshop is designed to:

- Remind leaders of the value and payoff of Approachability
- Review the key concepts taught in the flagship workshop
- Dive deeper into several of the core concepts
- Provide additional practice with approachability behaviors and tools

Each additional workshop also comes with another 30 days of online reinforcement lessons delivered via email.

"People want to work with those who are approachable. The workshop does an excellent job bringing to life **actionable steps** and offers participants a way to discover opportunities within themselves and **provide the tools** to be successful. These tools are a **game changer** for any leader."

Andrea, HR Leader Koch Industries



## Objectives of the Approachable Leadership® Learning System

- Deliver high-impact training that develops skills and habits your leaders can use to become more approachable;
- Create a shared language and culture of leadership (from top leaders to line-level leaders) around the core concept of approachability;
- Make sure learning “sticks” and good leadership habits develop using a number of self-led follow-up activities that reinforce key lessons.

## What your leaders will experience

- Practice and get comfortable using approachability behaviors;
- Deal with obstacles and roadblocks they will encounter on their approachability journey;
- Understand the importance of follow-through and how to handle situations they can't fix;
- Identify opportunities to apply approachability as soon as they leave the workshop;
- Choose a co-mentor to work with and support them as they build their “approachability muscle memory.”

## Value to the organization

- You will significantly **improve your leaders' approachability** and increase the frequency of positive interactions between leaders and their team;
- The “three questions” of approachability provide your leaders unlimited opportunities to **improve work processes, increase efficiencies, and reduce friction and frustration** in the workplace;
- You will see improved business results. Approachable leaders see **measurable improvements** in employee engagement, supervisor satisfaction, frequency of “organizational citizenship behaviors” or discretionary effort, cooperation, lower employee turnover, reduced work-related stress, and increased innovation and “grit” (willingness to muscle through changes) in the workplace.

## Where to get more information:

- **Visit:** [www.approachableleadership.com](http://www.approachableleadership.com)
- **Download pdf:** <https://lri.link/35t65el>
- **Call:** 800-888-9115

The flagship workshop is followed by a series of additional workshops. Each workshop is designed to:

- Remind leaders of the value and payoff of Approachability
- Review the key concepts taught in the flagship workshop
- Dive deeper into 2 or 3 of the core concepts
- Provide additional practice with approachability behaviors and tools

Each additional workshop also comes with another 30 days of online reinforcement lessons delivered via email. The core concepts explored in the additional workshops are as follows:

## Workshop 2

- Curb appeal / Welcoming behaviors / PAWS tool (Presence-Availability-Warmth-Space)
- Stop. Listen. Confirm + Collaborate / Active listening
- Solution-focused questions
- The Four Execution Habits: COPE (Capture-Organize-Prioritize-Execute)

## Workshop 3

- The Approachability Window / Hidden areas & blind spots
- Hero Assumption / The magic pill / Hero question vs. villain assumption
- Leading for Results / Values, Awareness, and Skills

## Workshop 4

- Power Distance
- Recognizing gaps
- Shrinking gaps / WHOA conversation tool
- Effective Communication

## Workshop 5

- The F-Word of leadership / Gripes are Good tool
- Three Questions & their assumptions
- Positive Feedback
- The Progress Principle / Win-Know-Show Tool

## Workshop 6

- Disappearing act / Managers & motivation
- Mediating Conflict
- Continuing the leadership journey