



RESULTS-PRODUCING LEADERSHIP (RPL)



Results-Producing Leadership (RPL) is a two-day program that will maximize your impact as a sales leader by equipping you with proven tools and methodologies for maximizing the potential of every person on your team. Learn how to make the most of your personal leadership style as well as individual and team talent. Assess the reason behind performance problems and choose the best tools from your “Developmental Strategy Toolkit” to address those problems, including assessment coaching for performance and counseling difficult team members. Sales leaders will learn to distinguish roadblocks to performance using a results-producing problem solving model and how to give prescriptive and actionable feedback. The result will be an energized team working in alignment to achieve your business goals.

CREATING AN ENVIRONMENT OF SALES SUCCESS

The workshop begins with an understanding of the components of job performance that combine to equip and support sales professionals to achieve maximum productivity as soon as possible. Have you created an environment for success? Are you spending your time in the “right places?”

MANAGING THE BUSINESS DEAL

There is a psychological contract that exists between companies and their employees that affects performance, commitment, and motivation. Make better hiring decisions and understand the sales leader’s role in managing the Business Deal. Develop motivation plans based on standards and expectations. Learn and implement an analytical process to determine how to improve sales professionals’ expected results.

INSPIRE MAXIMUM PERFORMANCE

You will identify your individual temperament/talent style and learn how to leverage your personal strengths to maximize your impact on the performance of your salespeople. Leaders profile themselves and discover how to identify the style and strengths of their team and effectively communicate, motivate, and utilize their team based on individual and group characteristics.

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ASSESSING PERFORMANCE LEVELS

The ability to speed a sales professional's development from Novice to Master will have a dramatic impact on your sales team's productivity and bottom line. Learn about the Performance Continuum as an assessment and developmental planning tool. Identify knowledge, skills, attributes, and contributions across job families. Acquire an essential time management tool to determine where to invest your developmental time with your sales professionals for the greatest productivity return.

TAKE THE INITIATIVE

Successful leadership is not a question of how much you know, but rather how well you execute. Learn to diagnose a sales professional's willingness & ability to perform against expectations. Understand when to direct, observe, coach, counsel, intervene, and collaborate. Recognize, intercept, and reverse unacceptable performance and ignite the fire within good performers using the results-producing models. Craft development plans to spur performance improvements.

CONVERT PROBLEMS TO OPPORTUNITIES

Many problems are purely perceptual, but dealing with problems can rapidly consume the time of a sales leader. Involving salespeople in the problem-solving process can have many benefits. Learn to prevent problem re-occurrences. Save time by avoiding upward delegation and improve customer satisfaction through responsiveness.

PRESCRIPTIVE AND ACTIONABLE FEEDBACK

Close the loop on developmental sessions by providing specific, prescriptive and actionable feedback to salespeople that will help them to improve their performance. Develop SMART feedback focused on behavior to detail desired performance. Retool current Field Assessment Forms to provide clearer, more actionable feedback.

PUTTING IT ALL TOGETHER

Through the use of realistic scenarios, you'll choose the response to address performance deficiencies using the Problem-Solving model and Coaching and/or Counseling Model in role-plays. At the conclusion of this element, sales leaders will profile two salespeople on their sales team and develop individualized action plans using SMART feedback. Expedite the skill acquisition process when you learn how to prepare for a coaching session and the role of the sales leader in various coaching scenarios. Engage sales professionals in productive ways of "out-of-balance" relationships where sales people may perceive imbalance when they have more tenure or work years experience than their manager.

LEADERSHIP THROUGH RESULTS PLANNING

The program is brought to closure through a brief recap of the key management strategies. Learn about the prescriptive resources available to you to speed performance improvement. Commit to specific implementation plans for your sales teams.

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