

Leading from Interests

ChangeWorks
Inc.



“Interests” are the wants, needs, concerns, hopes, fears, requirements, and constraints that lead a person to a particular conclusion or position.

If managers/leaders could lead from interests rather than from conclusions or positions, we’d have a very different organization and a very different world.

Using **Interest-Based Leadership**, people learn to get all of the stakeholders’ interests out on the table and use a creative process to explore strongly-held differences of opinion. They learn to produce options and solutions that more effectively meet the needs of each party. And they learn how to step back from positions and conclusions to discuss all their interests, resulting in a more timely implementation of a better solution in a more supportive environment.

ChangeWorks’ Leading from Interests Workshop introduces you and your organization to the values, beliefs, and skills necessary to create an environment in which employees have every opportunity to get their own interests met while working to meet the interests of their organization.

Workshop Outline:

1. **Introduction:** Why would you want to lead through interests? What’s in it for you? What’s in it for the organization? Why is ownership of primary importance? What values and beliefs support interest-based leadership? How can we examine our beliefs and trade up from limiting beliefs to more constructive beliefs?
2. **Interest-Based Leadership Model:** How do we identify interests? How do we get our interests met? How do we help others get their interests met? How do we strengthen the long-term relationship? What are the roles of creativity, standards, making a human connection, and leveling the playing field?
3. **Communication Model:** How do we communicate with each other? Why is “top-quadrant” communication most effective? What behaviors and skills support “top-quadrant” behavior?
4. **Action Planning:** Measure and monitor results in the areas of quality, quantity, time, cost, stakeholder satisfaction, and the quality of work life. Create an environment that gives us the ability to respond quickly and with flexibility.

This workshop is available in several formats.



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