



Leading an Empowered Organization (LEO)

Leading an Empowered Organization (LEO) provides health care leaders an effective model for improving their own organizational effectiveness and for empowering their staff members. This powerful three day program is time tested and highly successful in developing more than 100,000 leaders and leadership teams both in the United States and internationally.

The LEO model builds competence in essential leadership skills including: articulating expectations; clarifying responsibility; authority and accountability; building relationships; developing capacity and leading change.

Outcomes

- Improve accountability and focus on results
- Accept ownership for effective problem solving and change leadership
- Develop cohesive interdisciplinary teams
- Enhance staff morale, recruitment and retention
- Develop new skills in building relationships, communicating and resolving conflicts
- Establish a healthy work environment in which staff members learn and grow
- Build staff autonomy and leadership skills
- Create firm foundations for professional practice

Additional LEO Services

- **Licensing**

Your staff may be trained as licensed facilitators to teach LEO in your organization through a license agreement. The National Health Service in England has more than 30,000 leaders who are licensed to teach the LEO program.

- **Executive Team Building and Preparation for Empowerment (1 DAY)**

Provides an overview of key LEO concepts and addresses the specific needs of those to whom the LEO participants report. Helps leaders develop a follow-up plan augmenting the LEO training. Behavioral changes to be expected and benchmarks to measure progress will be discussed.

- **Follow-up visit at 4 – 6 months (1 DAY)**

Explores how participants have incorporated LEO concepts into their daily leadership. Deepens understanding of the content, reinforces behaviors learned and strengthens team building efforts. Content customized to meet specific client needs.

Leading an Empowered Organization (LEO)

A best practice leadership approach used in organizations world wide to form the foundation for success with Joint Commission and ANCC Magnet© Standards.

**“This workshop
changed my life!”**

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Three Day Agenda

Day 1:

- Introductions and Overview
- Conceptual Framework
- Decentralized and Centralized Approaches • Leadership and Management
- Articulating Expectations
- Responsibility + Authority + Accountability Day

Day 2:

- Empowerment Triangle
 - Leadership Development
 - Areas of Vulnerability
 - Areas of Empowerment
- Interpersonal Aspects
 - Building Relationships
 - Unhealthy Behaviors
 - Interdependence
- Work Environment
 - Developing Capacity
 - Punitive Practices
 - Learning

Day 3:

Process/Operational Aspects

- Problem Solving
- Problem Processing
- Dialogue/Consensus

Action Planning

- Process/Operational Aspects
 - Leading Change
 - Problem Processing
 - Commitment
- Action Planning



Contact us!

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