

YOUR BEST LEADERSHIP LLC

Programs for Conferences and Corporate Training Events

(Available for in-person, virtual, and hybrid events.)



**YOUR BEST
LEADERSHIP**

SIGNATURE PROGRAMS

Conference Keynotes, Breakout Sessions, and Corporate Training

Mission-Critical Leadership: How Smart Managers Lead Well in All Directions

Most leadership development focuses on a single direction within the organizational hierarchy: downstream to subordinates. While it is important to be a good boss, leadership is much more than that. The best leaders learn to lead well in all directions. They lead upward to superiors and across among peers throughout the organization. And it all starts with self-leadership. This often overlooked or misunderstood leadership principle is essential to build a thriving and productive culture.

This topic is based on Jon's book, *Mission-Critical Leadership: How Smart Managers Lead Well in All Directions*. It is available as a keynote and breakout presentation for conferences as well as in a stand-alone virtual or in-person training format. Its corporate training companion, *The Mission-Critical Leadership Experience*, is designed for half or full-day, highly interactive workshops. This event brings together leaders from across all levels and departments within an organization, engaging them with each other as they learn what it takes to lead well in all directions. (1, 2, 4 or 8 hours)

Keep Your Best Leaders: Four Keys to Build a Flourishing Leadership Pipeline

Which leaders in your organization are you most afraid of losing? What are you doing to ensure these key leaders stay with you for the future? A recent Gallup study highlights significant challenges for organizations concerned about leader retention. Their research found managers more likely than non-managers to be disengaged at work, burned out, looking for a new job, and feeling like their organization doesn't care about their well-being. Over half were a significant flight risk, saying they were watching for or actively seeking a new job.

What can you do to keep your best leaders? You simply can't afford to lose them. This program focuses on four crucial steps to keep your best leaders: Identify Them, Engage Them, Develop Them, and Empower Them. Get a jump-start on creating an effective strategy for leader retention, using practical tools that will equip your organization to build a flourishing leadership pipeline from within.

This program is available as a conference keynote or breakout session. It is also designed for an executive roundtable program that brings together 8 to 10 executive colleagues to address their most pressing leader retention and development challenges. Delivered in person or virtually, the executive roundtable can be tailored to leadership groups from within the same organization, or from multiple organizations. (1, 2, 4 or 8 hours).

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CONFERENCE KEYNOTES

Your Best Leadership: Two Secrets to Become the Leader Everyone Wants to Follow

Quiet quitting. Grumpy Staying. The Great Resignation. The Turnover Tsunami. Career Cushioning. Coffee badging. WFH. WFA. RTO.

Whatever the moniker of the moment, there's no doubt leadership gets more challenging by the minute. A shrinking labor pool, generational differences, evolving workplace models, artificial intelligence, and rapid, constant change confront leaders like never before. How will you meet these challenges? Only with **Your Best Leadership**, day in and day out, throughout your entire organization.

In this inspirational keynote presentation, Jon shares two profound leadership lessons from his first job as a teenager. Explore vital practices to become the leader everyone wants to follow. Discover the secret of showing your team members you have their best interests at heart—while working together to accomplish crucial business results. Employ a simple tool to consistently deliver **Your Best Leadership**. (1 or 2 hours)

Want a preview? Check out a 12-minute [speaker showcase](#) version of this presentation.

Future-Proof Your Leadership: Building Flexibility, Agility, and Resilience

Persistent and pervasive changes in the workplace compel leaders to continually develop new skills to be effective. The World Economic Forum Future of Jobs Report identified flexibility, agility, and resilience among the top skills leaders will need in the workplace of the future. Understand why these traits are more critical than ever, discover self-leadership practices to develop them in yourself, and explore opportunities to cultivate them throughout your organization. Don't just survive change—thrive in it! (1 or 2 hours)

SPECIALTY PROGRAMS FOR THE CHANGING WORKFORCE

Empowering a Hybrid Workforce: Strategies to Set Your Leaders Up for Success

When the COVID-19 crisis hit full force, it sparked a dramatic shift to remote work for much of the workforce. Since then, your “new normal” likely includes some degree of remote work or a hybrid work model. Set your leaders up for success as these new work arrangements continue to evolve. Design your workplace model to promote a healthy culture, collaboration, and productivity. Identify the challenges and opportunities present in each workplace model. Equip your team to maximize the advantages of each work environment. Make in-person work compelling by recognizing basic psychological needs like autonomy, connectedness, and mastery. (1, 2 or 4 hours)

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How to Keep Your Organization from Drowning in the Turnover Tsunami

Is the “The Great Resignation” really over, as some headlines have declared? Not in most industries where labor shortages combined with a continued turnover tsunami make attracting and retaining top talent a major challenge. Explore the primary reasons people are leaving jobs and develop a strategy to combat each of these factors. Deepen engagement with your team members by offering meaningful work, connection, and a clear path forward. Gain insights on the relationship between employees wanting more flexible work and psychological needs for autonomy, and how to navigate these challenges in remote and hybrid work environments. Develop an always-recruiting and always-onboarding approach beyond the initial start date to attract and retain top talent. *(1 or 2 hours)*

ADDITIONAL LEADERSHIP PROGRAMS

Leader of Leaders: How to Multiply Your Impact When Lead Other Leaders

Welcome to a world where the team you lead is made up of not just employees, but leaders themselves. Navigate the labyrinth of challenges unique to leading other leaders while discovering the unprecedented opportunities of leadership at this level. Explore strategies to identify competing priorities, build trust, gain alignment, inspire ownership, elevate collaboration, and create a culture of leadership development within your organization. Expand this program with The Leadership Lab, enabling participants to explore real-time leadership challenges in a roundtable discussion format with a group coaching feel. *(1, 2, 4 or 8 hours)*

Your Unique Design: How It Shapes Your Leadership Style and Team Dynamics

Discover your unique strengths, struggles, and blind spots, and learn how they shape your leadership style. Identify your preferred approaches to communication, work relationships, conflict, and change. Explore opportunities to use these insights to deliver your best value as a leader. Recognize potential barriers to your success and learn tips to keep them from becoming fatal flaws. In a team environment, prepare a group profile to better understand and improve team dynamics. Determine your next steps for leadership and team development. Advance preparation: each participant is required to complete and self-debrief their RightPath assessment before the event. *(4 or 8 hours)*

Your Greatest Leadership Challenge: A Look in the Mirror at Self-Leadership

Leadership skills are becoming more crucial at every level of organizations in all industries. Most leadership development focuses on the leadership of others. The reality: all leadership starts with self-leadership. To lead others well, you must first lead yourself well. This session offers an inside-out approach to building the leadership capacity needed to lead your team or organization in today’s rapidly changing marketplace. Learn how to show up as your “best self” and deliver your best value in every situation. *(1, 2 or 4 hours)*

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How to Transition to a Manager Role

Being promoted to a first-time management role is an exciting step for emerging leaders. Sadly, studies show that up to 60 percent of new-to-role managers underperform in their first two years. Counter that trend by learning the keys to transitioning into a first-time manager role. Understand the changes in mindset, relationships, and priorities that drive success for new managers. Acquire critical tips and tools to thrive in your new role. Learn tips for coaching the first-time managers in your organization. This session can be adapted to focus on transitions between management roles. *(1 or 2 hours)*

Leading Up: The Superpower Every Ascending Leader Needs

Most leadership training focuses on leading downstream, with the goal of eventually advancing to an executive role. Few people get to be “top dog” in their organization. So, nearly every worker will spend their entire career leading up, even while serving in a leadership role. Learn the skills and tactics needed to develop an effective working relationship with your boss and other superiors. Gain the credibility and support necessary to get things done and advance professionally. *(1, 2 or 4 hours)*

Mastering Peer-to-Peer Leadership: Keys to Move into Executive Leadership Roles

Leading peers is crucial to breaking down silos in your organization and preventing them from occurring in the first place. Yet, it’s the most complex and underrated form of leadership because there’s no role power between you and your peers. Effective peer-to-peer leadership depends entirely on expanding your influence. This session will show you how to develop healthy, productive working relationships with your peers. Learn how to build alignment and alliances that will move key organization-wide priorities forward and elevate your chances for promotion to an executive level. *(1 or 2 hours)*

Develop Your Emotional Intelligence to Be More Successful in Life and Leadership

The difference between star performers and average ones in leadership roles is attributable largely to emotional intelligence (EQ). It’s surprising, then, that EQ is underrated as an essential ingredient for success in life and leadership. This presentation highlights the importance of EQ and provides participants with actionable tools to develop better relationships within and outside of the workplace, build healthy teams, and navigate constant change. *(1 or 2 hours)*

Multiply Your Value with Strategic Thinking and Innovation Skills

You must develop strategic thinking skills to effectively navigate change and deliver exceptional value to your organization, clients, and customers. Learn the essence of strategic thinking, how it differs from strategic planning and how to integrate it with traditional planning activities. Discover a framework to become more innovative and relevant to changing customer needs and expectations. Explore questions that inspire strategic thinking and practices to proactively build it into your routines as an executive leader. Expand this session with a business simulation exercise to put your learning into practice and identify pivotal insights for your organization. *(1, 2, 4 or 8 hours)*

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How to Build a High-Performance Team

High-performance teams move organizations further and faster to accomplish their top goals and priorities. Most leaders don't have the training, experience, or skills to develop a high-performance team. This session equips participants to work on their teams to maximize performance and foster talent retention. Your leaders will leave with practical tools and action steps to transform your team for high performance. *(1, 2 or 4 hours)*

Delegation, Feedback, and Accountability: A Primer on Core Leadership Skills

Elevate your leadership effectiveness and organizational impact by fine-tuning these core leadership skills. Recognize the barriers to your effectiveness and reshape your mindset to gain confidence and become more proactive as you lead your team. Explore practical tools to optimize productivity, cultivate talent, inspire ownership, and free up more of your time to focus on crucial leadership functions like strategic thinking, innovation, and critical problem-solving. *(1, 2 or 4 hours)*

The Leader as Coach: Learn (and Practice) Essential Coaching Skills

Coaching has become a crucial tool for professional development. Early career workers increasingly seek it from their leaders and view it as a workplace benefit. Yet, many leaders misunderstand even the basics of coaching and lack essential coaching skills. Discover the essence of coaching, why it is uniquely effective for developing your team, and how to develop valuable coaching skills. Expand the session to incorporate a live coaching demonstration and peer coaching practice. *(1, 2 or 4 hours)*

Two Types of Goals You Need to Be Successful

Do you understand the root cause for many professional and personal goals not being achieved? The SMART acronym is valuable in setting goals but insufficient for achieving them. You need two types of goals to boost your chances of success. Outcome goals focus on the results you want to attain. Process goals identify the action steps required to accomplish those desired outcomes. This session explores the essence of both types of goals, and practical examples and tips for the execution of your goals. *(1 hour)*

Become an Ethical Leader to Drive Crucial Business Results

Rarely do leaders set out to commit fraud, destroy culture, or engage in unethical practices. Unethical behavior usually evolves over time when leaders lack a strong personal foundation. Explore six research-based ethical perspectives to shape your foundation for ethical behavior. Discover the underlying principles, beliefs, and values that influence your decision-making when ethical issues are present. Apply these principles to real business situations as you learn how being an ethical leader is more challenging (and important) than you think. *(1 or 2 hours)*

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The Ticking Time Bomb: Don't Get Caught Without a Succession Plan

Successful leadership transitions are critical to the sustainability and vitality of all organizations, regardless of size or industry. However, most lack a formal succession plan. That leaves many organizations sitting on a ticking time bomb that could derail their future, if not threaten their existence. This session jump-starts the process by identifying common barriers to the planning process and addressing the human element that makes it so difficult. Learn the keys to effective succession planning and actionable steps to develop your next wave of leadership. (1 or 2 hours)

Feedback from Similar Client Engagements

Here's what participants have said after attending recent programs on these topics:

"Thank you for leading a great session today. Your examples and stories really drove home the 'how.' Everyone appreciated your insights, tips, and resources."

"Thought-provoking and excellent!"

"I found your presentation, questions, and conversations inspiring and am encouraged to step back and take a look at who I am, what I do, and how I can improve my role as a leader. Very worthwhile. Thank you."



Summary Bio: Jon Lokhorst, CSP, CPA, PCC

Jon Lokhorst, CSP, CPA, PCC, is a leadership coach, corporate trainer, keynote speaker, and the author of *Mission-Critical Leadership: How Smart Managers Lead Well in All Directions*. He works with organizations to develop leaders everyone wants to follow, build teams no one wants to leave, and deliver exceptional results. Before launching Your Best Leadership LLC, Jon enjoyed a 30-plus year career as a CPA, CFO, and organizational leader. He has a Master's degree in Organizational Leadership and is recognized by the International Coach Federation as a Professional Certified Coach. Jon is member of the National Speakers Association and served recently as President of the Minnesota chapter. He has earned the Certified Speaking Professional Designation (CSP), a distinction held by less than 20 percent of NSA members. On a personal note, Jon loves grandparenting and being "Papa" to his four adorable littles, as he calls them.

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