

# Leadership style organization effectiveness



## LSOE 2007

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Executives-only Program



The ultimate success or failure of a company has everything to do with the quality and effectiveness of top leadership. (VCs bet half of their investment on the ability of company leadership to fulfill their technological and market promise.)

Yet there have been few effective vehicles available to help executives build “organization alignment,” company culture, the leadership team (*and bench*), and one’s own emotional intelligence and leadership style required for sustainable company performance.

Frank Lee Associates’ Leadership Style & Organization Effectiveness (LSOE) program fills this void. Targeted at founders, CEOs, and senior officers reporting to the CEO, LSOE provides powerful diagnostic tools and skills for navigating the slippery slopes of building sustainable company performance — paying particular attention to the organization, its leadership, and its culture.

### Learn:

- To build a strong and diverse management team
- To build the mindset for “robust dialogues” and constructive confrontation of issues into the daily operating culture
- What levers to pull to adapt to the constantly changing environment and to new requirements
- How your personality affects your perceptions, biases, and leadership style
- How your personality affects your company culture and your company’s performance
- How leadership requirements predictably change over the life of the company
- How best to adapt your style to proactively form your company’s culture to fit the current needs and future direction of your organization
- How to do business with global parameters and work in cross-cultural teams



### Walk away with change initiatives that:

- Have been tested with organization peers and our experienced master facilitator-coaches
- Develop your personality, personal mastery, and leadership style
- Are based on your company’s evolution and future requirements
- Have a high probability of success
- Get you to the next level of personal and organizational success, both domestically and globally

LSOE is an integrated, skill-based, highly experiential executive program with a limited enrollment of no more than 12 senior executives. Included is our own 360° Survey Process and Leadership Effectiveness Report (LER) (optional), and our organization alignment assessment, as well as the innovative application of research and insights from John Kotter, Daniel Goleman, Jim Collins, David Bossidy and Ram Charan, among others.

“We are ‘toolmakers’  
for leaders

in the trenches...

Ask those who know.

Learn as you teach.

Work as you learn.

It takes all kinds.

It takes many ways.

Many kinds of ‘smarts.’

Look below the surface.

Commitment

is behavioral.

When it’s done,

it all begins.”

— Frank Lee  
Master Facilitator-Coach

李廣利商業高層顧問有限公司  
frank lee associates

frank lee associates, inc. • usa 831 688 8180 • info@franklee.com • www.franklee.com