

## The Unique LMI Process

LMI delivers a process that not only provides skill and competency development but changes the attitudes and behaviours of the participant.

To ensure that measurable results and a Return On Investment are achieved:

- ✓ Specific workplace goals for learning and performance improvement are established in consulting between the Participant and Company Management, refined in 2 up-front sessions
- ✓ Support from the LMI Facilitator guides the Participant's "on the job" application of the learning
- ✓ Complete resource materials allow multi-sensory learning
- ✓ Eight interactive sessions are facilitated in convenient bi-weekly workshops
- ✓ Participants present key results and a summary of course accomplishments at a special Graduation Meeting. Certificates are awarded

### Session One:

#### ***Introduction to Concepts***

Concepts of Success, Motivation & Attitude Changes  
 Organizational Climate Survey  
 Individual Self-Image Profiles  
 Success as Related to Past Conditioning  
 Attitude and Habits – The Effective Motivators  
 Multi-Sensory Learning  
 Spaced Repetition  
 The Power of Goal Setting

### Session Two:

#### ***Goal Setting***

Validation of ROI  
 Developing Personal Related Goal Planning System  
 Developing Business Job Related Goal Planning System  
 Fine Tuning Goal Tracking Systems  
 Integration of My-Tyme Planner with Goal Planning System  
 Profile Evaluation Awareness and Integration into Goal Planning System

### Session Three:

#### ***Coaching For Empowerment***

Benefits of Empowerment  
 Empowering Yourself  
 The Power of Positive Expectancy  
 Achieving True Empowerment  
 External Commitment  
 Internal Commitment — Motivation Through Attitude  
 Understanding Individual Needs  
 Coaching Leadership  
 Overcoming Obstacles to Empowerment  
 The C.O.A.C.H. Process

### Session Four:

#### ***Connection***

Leadership is a Relationship  
 Connection is Built on Care  
 Caring Communication  
 Care Comes from Understanding  
 Levels of Listening  
 Attitudes for Effective Listening  
 Understanding is the Result of Curiosity  
 Getting People to Talk  
 Connection as the Basis for Effective Coaching  
 Connection — the Ultimate Human Bond  
 Benefits of Connection

### Session Five:

#### ***Objective***

Lead Through Goals and Values  
 Focus on Priorities  
 Understand the Power of Setting Goals  
 Start Setting Objectives  
 Coach and Empower Through Goal Setting  
 Encourage the Total Person  
 Help Team Members Become Goal Directed  
 The Choice is Yours

### Session Six:

#### ***Action Plan***

Coaching Team Members to Develop an Action Plan  
 Developing a Plan of Action  
 Lead by Example

### Session Seven:

#### ***Commitment***

Mutual Commitment  
 How to Build Commitment  
 Developing the Attitude of Commitment  
 Changing Attitudes  
 Helping Others Grow and Change  
 Attitude is Everything!

### Session Eight:

#### ***Help***

Principles of Feedback  
 Helping Team Members Overcome Empowerment Blocks  
 Low Self-image  
 Low Achievement Drive  
 The Coaching Challenge  
 The Power of Effective Coaching and Empowerment

This program will develop essential coaching skills, including effective communication techniques, goal-setting strategies, motivational tactics, and leadership development, enabling them to empower individuals and teams to achieve their fullest potential. The program starts by considering the benefits to each participant and then the steps towards effective coaching.

## OTHER LMI DEVELOPMENT TOPICS

Productivity ■ Teamwork ■ Leadership ■ Communication ■ Supervision ■ Strategic Management ■ Sales