



Genuine Ideas. Uncommon Sense.™

212.920.7617 | laliarach@rachenterprises.com | www.rachenterprises.com

A representative sample of workshop topics include:

Individual Workshops

Present yourself!

How you present yourself as an emerging leader matters! Consistency, clarity, and confidence are the three key elements to elevating your image in meetings with clients, senior executives and your team. Understanding how others view you matters and in this hands-on session plan to engage and think about what you can do to present yourself in an authentic and professional manner.

Managing the book on you!

As a senior executive, the way others view your leadership style is vital to your continued success. Too often this view is out-of-date reflecting what you were but not what you have become. Just as you actively work on improving as a leader, you must edit colleagues and team members "old" thinking. See it as book containing stories, phrases, and characteristics that others have gathered about your leadership style. Learn to view your leadership development as chapters that can be revised and added to regularly to ensure that who you have become is clearly understood by those you work with.

Emotional Maturity: Key to Leadership Success

The major difference between being a manager and a leader and perhaps the most difficult elements of leadership requires consistency, reliability and a willingness to act and think in mature fashion. The session will feature interactive elements designed to place concepts of emotional intelligence into concrete examples.

Effective Accountability: An Advanced Seminar

Creating a culture that will motivate, engage, and drive success requires effective accountability. Many believe it is the fundamental element for being a great leader, yet many managers fail to incorporate accountability into their day-to-day activities.

Understanding Change I.

Using the book "Who Moved My Cheese?" by Spencer Johnson, participants examine how they manage change. The goal of this workshop is to help individuals understand the concept of change and learn how to recognize, prepare and accept it both professionally and personally.

Understanding Change II.

Using the book "Our Iceberg is Melting." By John Kotter, participants learn to successfully manage their team in times of great challenge. The goal of this workshop is to provide useful approaches to dealing with upheaval and maintaining the productivity of their team.



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Team Workshops

Accountability & Responsibility: The Difference between Being a Manager and a Leader.

This session will focus first on understanding the differences between being a manager and a leader and then focus on what is perhaps the most difficult elements of leadership -- being accountable and responsible. Accountability requires consistency and reliability and a willingness to act and think in mature fashion. To assist participants in developing new skills the session will include small group work, group discussion, and individual exercises designed to place concepts and definitions into concrete examples. Read the article TBD.

Decision Making

A leader must make decisions, but the process used matters as well as the manner in which the decision is presented. Useful decisions are often the product of reframing, as too often we think we understand the problem only to realize later that we did not focus on the root cause. This session is designed to provide ways to think differently about solving problems and making better decisions. Working in small groups, the foundational elements of decision-making will be explained, and different techniques will be examined. Read the Harvard Business Review (HBR) articles: "Do you play to win or not to lose?" and "Are you solving the right problems?"

Communicating and Delegating Effectively

A team leader must be able to effectively communicate and delegate appropriately. Successful communication depends on thorough preparation, clear and concise direction and active listening. Effective delegation depends on one's ability to communicate expectations and responsibilities. There is an art and science to both skills and this session will provide communication and delegation tools that when used should result in higher team performance. Preparation: Read the book "Who moved my cheese?" *Executive Presence*. Vital to the continued success of a rising executive. Managing & advancing your executive presence requires planning to encompass a variety of internal & external situations, to establish an authentic persona and to identify areas of natural strength & areas of personal challenge. The session is designed to place concepts & definitions into concrete examples.

Dealing with Change

Assisting your team with change is among the most constant and confounding challenge you face as a leader. First, because a leader must conquer their own fears about change and second, the leader must be responsible for addressing the fears of the team. Successful change management depends on leaders who can consistently communicate, collaborate, and negotiate. To accomplish this leaders must embrace flexibility, adaptability and common sense to move their team beyond the status quo.



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Workshops for Strategic Leaders

Strategy: Understanding What it Means to be Responsible for Strategy

Moving from a tactical mindset focused on doing things right to a strategic mindset that values doing the right things is a great challenge for most. Many Strategic Leaders struggle with letting go of the tactical aspects of the sales discipline (short-term thinking to answer “how” questions -- how will my team meet the goals set by more senior executives?) so they can embrace creative & strategic thinking which requires planning and thought to answer “why” questions. This session will delve into the differences between tactics and strategy with discussion focused on practical ideas and exercises. Read HBR articles “Strategic Leadership: The Essential Skills” and “Are you solving the right problems?”

Accountability: An Advanced Seminar

Creating a culture that will motivate, engage, & drive success requires effective accountability. Many believe it is the fundamental element for being a great leader, but many fail to incorporate accountability into their day-to-day activities. Being accountable means assisting your team with change. This requires critical thinking, accountability, effective communication skills, the confidence to collaborate and share ownership of the challenge, and lastly, the ability to negotiate to success. Read “Crucial Accountability” 2nd Ed. by Patterson, Grenny, Maxfield, et al. and HBR article “Do You Play to Win—or to Not Lose?” by Heidi Grant and E. Tory Higgins.

Active Decision-making: Understanding the How & the Why

A leader must make decisions, but the process used matters as well as the manner in which the decision is presented. As one moves “up” the professional ladder knowing how to deal with the risk of making executive decisions and understanding the role of ambiguity in strategy is vital to be a successful leader. Read “Decisive” by Chip & Dan Heath.

Emotional Maturity: Key to Leadership Success

The most difficult elements of leadership for many are being consistent and reliable and demonstrating a willingness to act and think in mature fashion. The session will assist attendees in understanding their blind spots and gaps to elevate their emotional maturity. Read the HBR article “Emotional Intelligence Has 12 Elements. Which Do You Need to Work On?” and “Three Tips for Overcoming Your Blind Spots.”

Please connect with Lalia (laliarach@rachenterprises.com) for more information.

Dr. Lalia Rach is the founder and partner of Rach Enterprises, a consulting firm that provides strategic guidance to businesses and public sector agencies in the areas leadership development, strategic planning and change management. She is a trusted advisor to senior level executives at many leading organizations due to her straightforward approach to business concerns and creative, results-driven solutions. In business for more than 30 years, Lalia blends professionalism, intelligence, and enthusiasm to stimulate new thinking on leadership, risk-taking, strategy, and innovation for clients who are seeking to escape the status quo.