



AVISTA LEADERSHIP GROUP

Leadership for High
Performing Organizations

PURPOSE

The purpose of the Avista Leadership Group is to help individual managers and executives heighten their effectiveness as leaders, and to do so in a time sensitive manner that consistently reinforces leadership insights so they become an enduring part of the leader's practice.

OBJECTIVES

Drawing from over 28 years in-depth leadership experience and research in the human sciences, Dr. Keith Merron will work each month with a small group of leaders in your organization to offer tools, techniques, and learning experiences that generate heightened leadership skills. As a result of participation in this unique and proven format, the Leadership Learning Group, participants will experience:

- Significant improvement in their ability to lead teams and whole organizations
- Enhanced problem solving and decision making capabilities
- Greater flexibility to fit one's own leadership style to the particular situation at hand
- Improved effectiveness in managing the performance of others
- Accountability and support to deliver on commitments from one session to the next
- Heightened ability to inspire commitment and shared responsibility for results

ON-GOING PROCESS

Objectives will be achieved by exposing participants to a universal set of principles of high performance leadership and helping them embody these principles over time. These principles include:

- Looking at the organization as a system
- Gaining alignment with teams, strategically and tactically
- Developing trust
- The importance of honesty and openness
- Synergy and collaboration
- Leadership as an expression of integrity
- Courage and risk-taking



The group will meet monthly to explore ways of strengthening their leadership effectiveness in “real-time” situations. Common themes will be explored and principles and powerful ways of looking at leadership will be offered. Through deep exploration, inquiry, and dialogue, insights for leading will naturally unfold.

Together, Keith and the participants will join to ensure a confidential, open, environment within which to deepen their leadership capability.



FEES

The work group will continue on an on-going basis. The fee for one year of participation per participant is \$2250.

ABOUT THE FACILITATOR



Dr. Keith Merron is the Founder and CEO of the Avista Consulting Group. He has more than 25 years' experience in assisting executives and leaders in their own personal development, and has designed and led over 100 seminars and workshops for leaders. He has personally worked with leaders of more than 300 companies across a variety of industries.

Keith received his Doctorate from Harvard University in 1985, where his studies spanned the fields of human and organization development. Keith is the author of two books on organizational change and a third on leadership development.

TO LEARN MORE ABOUT THE ON-GOING LEADERSHIP GROUP

Contact Keith Merron at [\(415\) 488-4003](tel:4154884003) or email kmerron@avistaconsultinggroup.com with “Golden Flame Leadership Group” in the subject line.