



High Impact Leadership

The Leadership Program That Employees
Actually Want Their Boss to Take

SHERIDAN
TRAINING

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01

Leadership Styles

Why One Size Doesn't Fit All—And That's Your Competitive Advantage

Why This Matters:

Transformational leadership showed the strongest positive correlation with job satisfaction and employee performance, while laissez-faire leadership interaction with both employee job satisfaction and performance was demonstrated negatively. When managers understand and adapt their leadership style to different situations and team members, they create environments where people thrive instead of merely survive.

Organizational Impact:

Research from multiple organizations shows that transformational leadership has a significant relationship with employee performance outcomes, while laissez-faire leadership style showed negative relationship with employee performance outcomes in terms of effectiveness, and employee satisfaction. Organizations that invest in developing adaptive leadership capabilities see reduced turnover, increased productivity, and higher employee satisfaction scores.

Culture Change Component: Understanding leadership styles is the foundation of culture transformation because it shifts managers from a "one-size-fits-all" approach to personalized leadership. When employees experience leaders who adapt their style to individual needs and situations, it creates a culture of respect, understanding, and high performance. This flexibility demonstrates that the organization values both results and people.

02

Your Personal Leadership Brand

The Trust Factor That Makes Teams Follow Willingly

Why This Matters: Trust is one of the most vital forms of capital a leader has today. A high-trust organization is one in which employees feel safe to take risks, express themselves freely, and innovate. Your personal leadership brand isn't about image—it's about consistency between your values, words, and actions that builds the trust necessary for voluntary followership.

Organizational Impact: 86% of executives indicate a very high level of trust in employees, but only 60% of employees think company leaders highly trust them. When leaders develop authentic personal brands built on trust, organizations see 42% better productivity and 41% better operational efficiencies. Personal leadership branding creates the authenticity that employees can count on.



Culture Change Component: Authentic leadership brands cascade throughout the organization, creating a culture of transparency and trust. Personal branding helps to build trust and credibility for the business and creates a unique way to attract and interact with customers, thereby building good customer relationship. When managers embody consistent values and behaviors, it gives employees permission to bring their authentic selves to work, fostering psychological safety and innovation.

03

Employee Engagement

The 21% Profit Difference Between Caring and Going Through the Motions



Why This Matters: Companies with engaged employees see 21% higher profitability and 17% higher productivity. Employee engagement isn't about perks or pizza parties—it's about creating conditions where people feel emotionally invested in their work and connected to their team's success.

Organizational Impact: Companies in the U.S. lose between \$450-\$550 billion each year due to not engaged employees. Organizations that focus on engagement strategies see 17% more productivity than their peers and 41% lower absenteeism. More critically, engaged employees are 87 percent less likely to leave the organization.

Culture Change Component: Engagement transforms workplace culture from transactional to relational. When managers learn to genuinely engage with their team members' goals, challenges, and aspirations, it creates a culture where people feel valued as individuals, not just resources. This shift from "managing tasks" to "developing people" becomes the foundation of a culture where everyone can thrive.

04

Problem Solving



From Firefighting to Fire Prevention— Building Tomorrow's Leaders Today

Why This Matters: Effective problem-solving skills separate reactive managers from proactive leaders. When managers can analyze situations, involve the right people, and implement sustainable solutions, they create confidence in their team and reduce the constant crisis mode that exhausts everyone.

Organizational Impact: Organizations with managers trained in systematic problem-solving see reduced escalations to senior leadership, faster resolution times, and higher team confidence. Teams led by skilled problem-solvers report feeling more empowered to tackle challenges independently, leading to increased innovation and reduced dependency on management oversight.

Culture Change Component: Teaching structured problem-solving creates a culture of continuous improvement rather than blame. When managers model collaborative problem-solving approaches, it encourages teams to surface issues early, contribute solutions, and take ownership of outcomes. This transforms the culture from "covering problems" to "solving problems together."



05

Effective Meetings

Where Time Becomes Your Most Valuable Leadership Tool

Why This Matters: Ineffective meetings are productivity killers and engagement destroyers. When managers master the art of purposeful, inclusive, and results-oriented meetings, they demonstrate respect for everyone's time and create forums where the best ideas can emerge and decisions get made efficiently.

Organizational Impact: Organizations report that effective meeting management can reclaim 20-30% of managers' time, allowing for more strategic work and one-on-one development conversations. Teams with well-run meetings show higher participation rates, faster decision-making, and better follow-through on commitments.

Culture Change Component: Effective meetings model the behaviors that define high-performance cultures: preparation, inclusion, respect for diverse perspectives, clear communication, and accountability. When employees experience meetings that are well-structured and valuable, it sets the standard for how collaboration should work throughout the organization.



06

Plan and Prioritize

The Leadership Skill That Makes Everything Else Possible

Why This Matters: The ability to plan strategically and prioritize effectively is what separates managers who are always reacting from leaders who are creating the future. When managers master these skills, they provide clarity and direction that allows their teams to work with confidence and purpose.

Organizational Impact: Teams with managers skilled in planning and prioritization report 35% better project completion rates and higher job satisfaction due to clearer expectations and more achievable goals. Organizations see improved resource allocation and better strategic execution when managers can effectively translate organizational priorities to team-level actions.

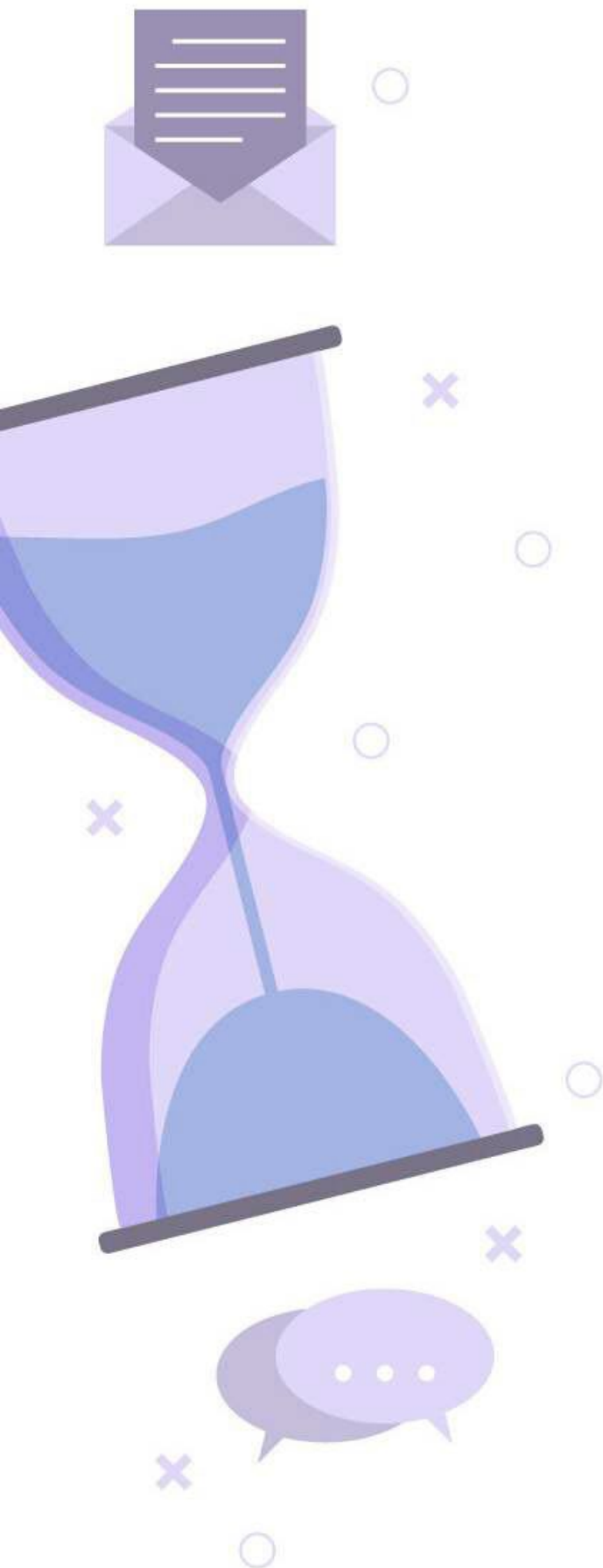


Culture Change Component: Strong planning and prioritization skills create a culture of intentionality rather than chaos. When employees see their managers making thoughtful, strategic decisions about what matters most, it builds confidence in leadership and encourages everyone to think more strategically about their own work contributions.



07

Communicate for Results



The Bridge Between Good Intentions and Great Outcomes

Why This Matters: Communication is the vehicle through which all other leadership skills are delivered. When managers can communicate with clarity, empathy, and purpose, they ensure that good strategies become great results and that every team member feels informed, included, and inspired.

Organizational Impact: Organizations with managers trained in results-oriented communication see 25% improvement in project outcomes and higher employee satisfaction scores. Clear communication reduces misunderstandings, accelerates decision-making, and builds the trust necessary for high performance.

Culture Change Component: Results-focused communication creates a culture of transparency and accountability. When managers consistently communicate with clarity about expectations, progress, and challenges, it encourages open dialogue throughout the organization and builds a culture where people feel safe to share both good news and concerns.



08

Coaching

The Multiplier Effect—Developing Others While Achieving More

Why This Matters: Coaching skills transform managers from task-assigners to talent developers. When managers can effectively coach their team members, they unlock potential, build capabilities, and create a sustainable competitive advantage through people development.

Organizational Impact: Organizations with managers skilled in coaching report 39% higher employee retention and 70% improvement in individual performance metrics. Coaching-oriented managers create teams that are more self-sufficient, innovative, and resilient during change.

Culture Change Component: A coaching culture shifts the organization from "telling people what to do" to "helping people discover how to excel." This creates an environment of continuous learning, psychological safety, and growth mindset where everyone is focused on getting better, not just getting by.



09

Professional Development

Building Tomorrow's Success Through Today's Investment in People

Why This Matters: Managers who actively support their team members' professional development create loyalty, engagement, and a pipeline of internal talent. When people feel their manager cares about their growth, they become more committed to both their role and the organization.

Organizational Impact: Organizations offering internal mobility opportunities experience increased engagement and retention, with 35% of companies reporting these benefits. Companies that invest in employee development see 34% higher retention rates and 15% increase in internal promotions.



Culture Change Component: Focusing on professional development creates a culture of investment rather than extraction. When employees see that their managers are genuinely invested in their growth and career advancement, it builds a culture of mutual commitment where people want to contribute their best work because they feel valued as individuals.

10

Leading Hybrid Teams

Mastering the New Normal Where Connection Trumps Location

Why This Matters: 68% of business executives say they trust remote and in-person employees equally, yet 31% of employees think leaders trust in-person employees more. Managing hybrid teams requires entirely new skills to maintain equity, connection, and performance across different work environments. The challenge isn't just scheduling—it's ensuring every team member feels equally valued, informed, and included regardless of where they work.

Companies that master hybrid leadership see reduced turnover in both remote and in-office employees.

Organizational Impact: Organizations with effective hybrid leadership report 25% better team cohesion scores and 30% less "proximity bias" in performance evaluations and promotion decisions. Remote work eliminates geographical barriers, allowing organizations to tap into talent pools beyond their traditional geographic boundaries, but only when managers can lead effectively across locations.

Culture Change Component: Effective hybrid leadership creates a culture of inclusion and equity where contribution matters more than location. When managers learn to facilitate meaningful participation from all team members regardless of their physical location, it builds a culture of psychological safety and belonging. This shift from "presence equals performance" to "results equal recognition" becomes fundamental to creating a modern, flexible workplace culture that attracts top talent.



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Manage Up

The Secret Skill That Makes Everything Else Work Better



Why This Matters: Managing up effectively is the skill that ensures managers can secure resources, gain support, and create the conditions their teams need to succeed. When managers can successfully influence and collaborate with their own leaders, they become better advocates for their teams.

Organizational Impact: Managers skilled in managing up report 45% more success in securing resources for their teams and 30% better alignment with organizational priorities. Their teams experience less frustration with "corporate decisions" because their manager can effectively navigate and influence the broader organization.

Culture Change Component: Teaching managers to manage up creates a culture of proactive collaboration rather than reactive compliance. When managers can effectively communicate upward about team needs, successes, and challenges, it builds organizational alignment and ensures that the voice of frontline employees is heard at decision-making levels.

12

Why This Program Works



This isn't just another management training program. It's designed specifically to create the kind of leaders that employees actually want to work for—leaders who combine results with respect, accountability with support, and high standards with genuine care for people.

Every topic builds on the others to create managers who don't just supervise work, but who develop people, build culture, and create the conditions where everyone can do their best work. Because when employees want to work for their manager, everything else gets easier.

High Impact...

In "High Impact Leadership," discover how adaptive leadership styles foster a culture of respect and high performance, transforming employee engagement from mere perks to genuine emotional investment. Learn the importance of effective problem-solving, strategic planning, and coaching in creating empowered teams that thrive on continuous improvement and innovation. This essential guide equips leaders with the skills to build trust, enhance collaboration, and drive organizational success in today's dynamic work environment.



Use the QR Code to book a Calendly
Meeting with Tom Sheridan.

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