

HIGH IMPACT LEADERSHIP



GENTEX[®]

TRAINING CENTER

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GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



Introduction

High Impact Leadership develops the ability to produce disproportionate results through focused effort, clear priorities, and disciplined influence. Many leaders work hard and still move little, because effort is spread thinly and impact is never measured. This High Impact Leadership Training Course builds the judgement that separates busy leadership from effective leadership. Participants examine priority focus, decision quality, influence, communication that lands, and the habits that compound results over time. Furthermore, the course covers the Eisenhower matrix, the pyramid principle, Cialdini's influence principles, OKRs, and structured decision analysis. It also addresses building high-performing teams and protecting focus from constant distraction. As a result, participants leave able to identify where their effort creates the greatest return.

High Impact Leadership Course Objectives

- Identify high-impact priorities using impact and effort criteria.
- Apply focused effort through the Eisenhower matrix and time-blocking.
- Set direction with OKRs and measurable success criteria.
- Influence stakeholders ethically using Cialdini's principles.
- Communicate with impact using the pyramid principle.
- Make decisions with structured option analysis and decision matrices.
- Build high-performing teams through delegation and accountability.
- Coach and give feedback using the GROW and SBI models.
- Manage energy, focus, and workload under sustained pressure.
- Measure personal and team impact with credible indicators.

Course Methodology

The course applies interactive, practice-based methods:



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- Facilitated workshops on real leadership impact challenges.
- Role-play of influence, communication, and difficult conversations.
- Case studies of high-impact and low-impact leadership.
- Self-assessment of focus, influence, and decision habits.
- Group exercises on prioritisation and impact measurement.
- Action planning that converts each technique into a leadership routine.

Who Should Take This Course

- Managers, supervisors, and team leaders.
- Mid-level managers and department heads.
- Project and program managers.
- Senior specialists moving into leadership.
- HR and organizational development professionals.
- Professionals seeking to increase leadership influence.

High Impact Leadership Course Outlines

Day 1: Foundations of High Impact Leadership

- Defining impact and distinguishing it from activity.
- Understanding leverage, focus, and the cost of diffusion.
- Reviewing Goleman's six leadership styles.
- Identifying where your effort creates the most value.
- Recognizing low-impact habits and busy work.
- Assessing your current impact profile honestly.
- Setting personal high-impact priorities.





Day 2: Priorities, Focus, and Decision Quality

- Applying the Eisenhower matrix to urgent and important work.
- Prioritising with impact, effort, and strategic fit criteria.
- Using time-blocking and focus protection techniques.
- Setting OKRs with measurable success criteria.
- Applying the decision quality framework to key choices.
- Comparing options with decision matrices.
- Building a personal priority system.

Day 3: Influence and Impactful Communication

- Applying Cialdini's principles of influence ethically.
- Mapping stakeholders with powerinterest analysis.
- Structuring messages with the pyramid principle.
- Communicating vision, direction, and change convincingly.
- Handling resistance and difficult stakeholders.
- Building credibility through consistency and results.
- Practising influence conversations in role-play.

Day 4: Teams, Delegation, and Accountability

- Building high-performing teams with clear roles.
- Delegating using the five levels of delegation.
- Setting expectations with SMART goals and standards.
- Holding people accountable without micromanagement.
- Coaching with the GROW model.

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- Delivering feedback with the SBI model.
- Building a delegation and follow-up routine.

Day 5: Sustaining Impact and Leading Change

- Managing energy, focus, and personal performance.
- Leading change with Kotter's early steps and ADKAR awareness.
- Measuring impact with leading and lagging indicators.
- Building visibility for results with senior stakeholders.
- Avoiding overcommitment and protecting strategic focus.
- Reviewing impact with reflection and honest feedback.
- Finalizing a personal high impact leadership action plan.

Conclusion

By successfully completing High Impact Leadership, participants will have acquired practical knowledge of priority focus, decision quality, influence, impactful communication, team leadership, and impact measurement. They will have gained skills in high-impact prioritisation, influence and communication, delegation and accountability, and impact measurement with change leadership, plus a personal action plan. Gentex Training Center designed this program to help leaders create results that matter.

FAQs

Q1 What is the "High Impact Leadership" course about?



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It develops the ability to produce significant results through focused effort. Participants study prioritisation, decision quality, influence, impactful communication, delegation, accountability, and measuring leadership impact.

Q2 What are the key benefits of the "High Impact Leadership" course?

Participants gain sharper focus, stronger influence with stakeholders, and clearer evidence of their contribution. Teams also receive better direction and feedback, and organisations benefit from leaders who spend effort where it produces the greatest return.

Q3 What skills will I gain from the "High Impact Leadership" course?

You will develop four core skills: high-impact prioritisation and decision-making, stakeholder influence and communication, delegation and accountability management, and impact measurement with change leadership.

Q4 What tools, methods, or standards are covered in the "High Impact Leadership" course?

The course covers the Eisenhower matrix, impacteffort prioritisation, time-blocking, OKRs, the decision quality framework, decision matrices, Cialdini's principles of influence, powerinterest stakeholder mapping, the pyramid principle, the five levels of delegation, SMART goals, the GROW coaching model, the SBI feedback model, Kotter's early change steps with ADKAR awareness, and leading and lagging indicators.





Q5 How is the "High Impact Leadership" course applied in real-world practice?

Participants apply the methods to live leadership tasks, such as cutting a workload to high-impact priorities, setting quarterly OKRs, preparing an influential stakeholder message, delegating a major task, and reviewing impact with their manager. Each module ends with an action commitment, so learning transfers directly into daily leadership.