

LEADING FOR RESULTS



GENTEX[®]
TRAINING CENTER



Introduction

Leading for Results Training Course develops leaders who consistently turn intention into delivered outcomes. Results leadership requires more than effort; it requires clear targets, disciplined execution, honest measurement, and the ability to remove obstacles quickly. Many teams work hard yet deliver little because priorities shift, accountability is vague, and progress goes unmeasured. This program addresses those causes directly. It covers objective setting, execution rhythms, delegation, performance dialogue, and results review. As a result, participants learn to define what success looks like and then hold themselves and their teams to it. Furthermore, the course covers resource prioritisation, risk handling, and sustaining momentum.

Leading for Results Course Objectives

- Define results clearly with measurable outcomes and baselines.
- Align team objectives with organizational strategy using the Balanced Scorecard.
- Set targets with SMART goals and OKRs.
- Prioritise work using impact-effort analysis and the Eisenhower matrix.
- Build execution rhythms with structured review meetings.
- Delegate with clear ownership using the RACI matrix.
- Manage performance with KPI tracking and corrective action.
- Diagnose delivery problems with the 5 Whys and fishbone diagrams.
- Apply earned value and progress measures for delivery control.
- Lead results conversations with the SBI and DESC feedback frameworks.

Course Methodology

- Facilitated sessions built around live delivery challenges.
- Objective setting and measurement design workshops.

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- Role-play of performance and accountability conversations.
- Case studies of high-performing and underperforming teams.
- Group exercises in prioritisation and problem diagnosis.
- Simulation of an execution review meeting.
- Peer feedback, reflection, and a personal results leadership plan.

Who Should Take This Course

- Managers and team leaders accountable for outcomes.
- Operations and service delivery managers.
- Project and program managers.
- Sales and commercial team leaders.
- Functional and department heads.
- Continuous improvement and quality leaders.
- High-potential employees preparing for management.

Leading for Results Course Outlines

Day 1: Defining Results and Setting Direction

- Outputs, outcomes, and results: making the distinction clear.
- Defining success criteria and baselines.
- Aligning team objectives with the Balanced Scorecard.
- Setting targets with SMART goals and OKRs.
- Cascading objectives without losing meaning.
- Avoiding common goal-setting mistakes.
- Workshop: defining results for a team.





Day 2: Prioritisation and Planning for Delivery

- Prioritising with the Eisenhower matrix.
- Impact-effort analysis for ranking initiatives.
- Building delivery plans with milestones.
- Critical path basics and dependency awareness.
- Resource allocation and capacity planning.
- Managing competing demands and interruptions.
- Workshop: building a delivery plan with clear priorities.

Day 3: Execution Rhythms and Delegation

- Establishing weekly and monthly execution rhythms.
- Running effective performance review meetings.
- Delegation with ownership using the RACI matrix.
- Following up without micromanaging.
- Managing handovers and shift accountability.
- Escalation routes and decision rights.
- Role-play: a delivery review conversation.

Day 4: Measuring Performance and Correcting Course

- Selecting the right KPIs and leading indicators.
- Building simple dashboards and visual management.
- Progress reporting against baselines.
- Diagnosing problems with the 5 Whys and fishbone diagrams.
- Structured problem solving with PDCA.

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- Handling underperformance with improvement plans.
- Simulation: an underperforming project review.

Day 5: Accountability, Motivation, and Sustained Results

- Building accountability without blame.
- Feedback with the SBI and DESC frameworks.
- Motivating teams through progress and recognition.
- Managing risk and setbacks constructively.
- Capturing lessons with after-action reviews.
- Creating a personal results leadership plan.
- Capstone: presenting a 90-day results plan.

Conclusion

By successfully completing Leading for Results Training Course, participants will have acquired the knowledge to define measurable results, align objectives with strategy, prioritise work effectively, run disciplined execution rhythms, delegate with accountability, measure performance honestly, and correct course when delivery slips. They will also understand how to sustain results through motivation and continuous improvement. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders deliver outcomes that count.

FAQs for the Leading for Results course





Q1 What is the "Leading for Results" course about?

It is a training program that teaches leaders how to convert plans into delivered outcomes. It covers results definition, objective setting, prioritisation, execution rhythms, delegation, performance measurement, and corrective action.

Q2 What are the key benefits of the "Leading for Results" course?

Participants gain clearer targets, stronger execution discipline, and better handling of underperformance. Organizations benefit from more reliable delivery, fewer missed deadlines, better use of resources, and leaders who can demonstrate measurable progress.

Q3 What skills will I gain from the "Leading for Results" course?

Participants build results definition and objective setting, prioritisation and delivery planning, execution rhythm management and delegation, and performance measurement, problem diagnosis, and accountability conversations.

Q4 What tools, methods, or standards are covered in the "Leading for Results" course?

The course covers the Balanced Scorecard, SMART goals, OKRs, the Eisenhower matrix, impact-effort analysis, milestone planning, critical path basics, the RACI matrix, KPI design and dashboards, the 5 Whys, fishbone diagrams, PDCA, earned value concepts, the SBI and DESC feedback frameworks, and after-action reviews.



Q5 How is the "Leading for Results" course applied in real-world practice?

Learners apply it by defining measurable targets for their team, prioritising the workload each week, running structured review meetings, delegating with clear ownership, tracking KPIs on a simple dashboard, and diagnosing delivery problems before they escalate.