

RESULT BASED LEADERSHIP



GENTEX[®]
TRAINING CENTER



Introduction

Result Based Leadership Training Course prepares leaders to drive performance by focusing on outcomes rather than activity. Participants learn how to set clear results, align teams behind them, and hold honest conversations about progress. The program combines results-based management principles with practical leadership tools for goal setting, delegation, and accountability. As a result, learners gain a disciplined way to turn strategy into measurable team performance. Furthermore, the course strengthens coaching skills, performance dialogue, and the ability to lead through targets without losing trust.

Result Based Leadership Course Objectives

- Define clear, measurable results using the SMART goal framework.
- Set team objectives with OKRs and align them to organizational strategy.
- Apply results-based management (RBM) principles to team leadership.
- Build performance scorecards with KPIs, baselines, and targets.
- Cascade goals using alignment tools such as the Balanced Scorecard.
- Coach team members with the GROW model and active listening.
- Give performance feedback using the SBI (Situation-Behaviour-Impact) model.
- Delegate effectively with clear outcomes, authority, and accountability.
- Run performance reviews and appraisal conversations constructively.
- Manage underperformance with structured improvement plans and fair process.

Course Methodology

- Interactive workshops built on real leadership performance cases.
- Team exercises on goal setting, OKRs, and scorecard design.
- Paired coaching practice using the GROW model and feedback models.
- Simulation of performance reviews and difficult conversations.

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- Group work on accountability, delegation, and improvement plans.
- Facilitator coaching and peer review on personal leadership plans.

Who Should Take This Course

- Team leaders, supervisors, and first-line managers.
- Middle managers accountable for team results.
- HR and performance management professionals.
- Project and program leaders managing delivery targets.
- Department heads driving productivity and accountability.
- Professionals moving into people leadership roles.

Result Based Leadership Course Outlines

Day 1: Leading for Results

- Results-based leadership versus activity-based management.
- Defining outcomes, outputs, and leading versus lagging indicators.
- Setting SMART goals with clarity and ownership.
- Aligning team purpose with organizational strategy.
- The leader's role in accountability and trust.
- Common pitfalls in results-driven leadership.
- Case study: turning a low-performing team around.

Day 2: Goal Setting and Alignment

- Objectives and Key Results (OKRs): structure and cadence.
- Cascading goals with the Balanced Scorecard.



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- Building team scorecards with KPIs, baselines, and targets.
- Prioritization and focus: fewer goals, clearer results.
- Negotiating goals with stakeholders and senior leaders.
- Communicating targets so teams commit, not comply.
- Workshop: designing an aligned team scorecard.

Day 3: Coaching for Performance

- The GROW model for structured coaching conversations.
- Active listening and powerful questioning techniques.
- Feedback with the SBI (Situation-Behaviour-Impact) model.
- Positive feedback, recognition, and motivation.
- Developing capability through stretch assignments.
- Coaching versus directing: choosing the right response.
- Simulation: coaching a team member toward a target.

Day 4: Delegation, Accountability, and Difficult Conversations

- Delegation with clear outcomes, authority, and boundaries.
- Levels of delegation and matching autonomy to readiness.
- Creating accountability without micromanagement.
- Running effective one-to-one performance check-ins.
- Handling underperformance with structured improvement plans.
- Managing conflict and resistance constructively.
- Simulation: a difficult performance conversation.





Day 5: Performance Review, Metrics, and Leadership Sustainability

- Designing fair, evidence-based performance reviews.
- Using dashboards and KPI trends in appraisal conversations.
- Linking results to recognition, development, and rewards.
- Avoiding bias and subjectivity in performance assessment.
- Building a sustainable results culture without burnout.
- Personal leadership plan for consistent performance delivery.
- Capstone: presenting a results-based leadership plan.

Conclusion

By successfully completing Result Based Leadership, participants will gain a practical approach to leading teams toward measurable results with clarity and fairness. They will acquire skills in goal setting, coaching, delegation, feedback, and performance review that strengthen accountability and trust. Gentex Training Center designs the program to help leaders deliver results that last while developing the people who produce them.

FAQs

Q1 What is the "Result Based Leadership" course about?

It focuses on leading teams toward measurable outcomes rather than busy activity. The course covers SMART goals, OKRs, scorecards, coaching, delegation, feedback, and performance reviews, so leaders can set clear results and hold honest, fair conversations about progress.



Q2 What are the key benefits of the "Result Based Leadership" course?

You gain a disciplined way to turn strategy into team performance. The course improves goal clarity, strengthens accountability without micromanagement, sharpens coaching and feedback, and helps you handle underperformance constructively while keeping trust intact.

Q3 What skills will I gain from the "Result Based Leadership" course?

You will develop four core skills: results-based goal setting and alignment, performance measurement with KPIs and scorecards, coaching and feedback for performance, and delegation, accountability, and performance review.

Q4 What tools, methods, or standards are covered in the "Result Based Leadership" course?

The course covers results-based management (RBM), the SMART goal framework, OKRs, the Balanced Scorecard, KPIs with baselines and targets, the GROW coaching model, the SBI feedback model, one-to-one performance check-ins, structured improvement plans, and evidence-based performance reviews.

Q5 How is the "Result Based Leadership" course applied in real-world practice?

Participants apply it to real situations such as building a team scorecard, running a one-to-one check-in, coaching a struggling team member, and conducting an annual review. The same methods support target setting, delegation planning, and productivity improvement.