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EXCEPTIONAL
LEADERSHIP

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Tired of pushing instead of inspiring?





Studies show that great leadership can be learned

Not with concepts or memorizing famous quotes, but with experience and the appropriate coaching

Exceptional Leadership

This Workshop is for leaders at the first, second, and third levels (supervisors, managers and directors) of command, that are tired of pushing instead of inspiring, working too hard to get just too little, and dwelling so much time on the operational realm that they lose sight of the strategic.



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“Becoming a leader is synonymous with becoming yourself. It is precisely that simple, and it is also that difficult.”

Warren Bennis

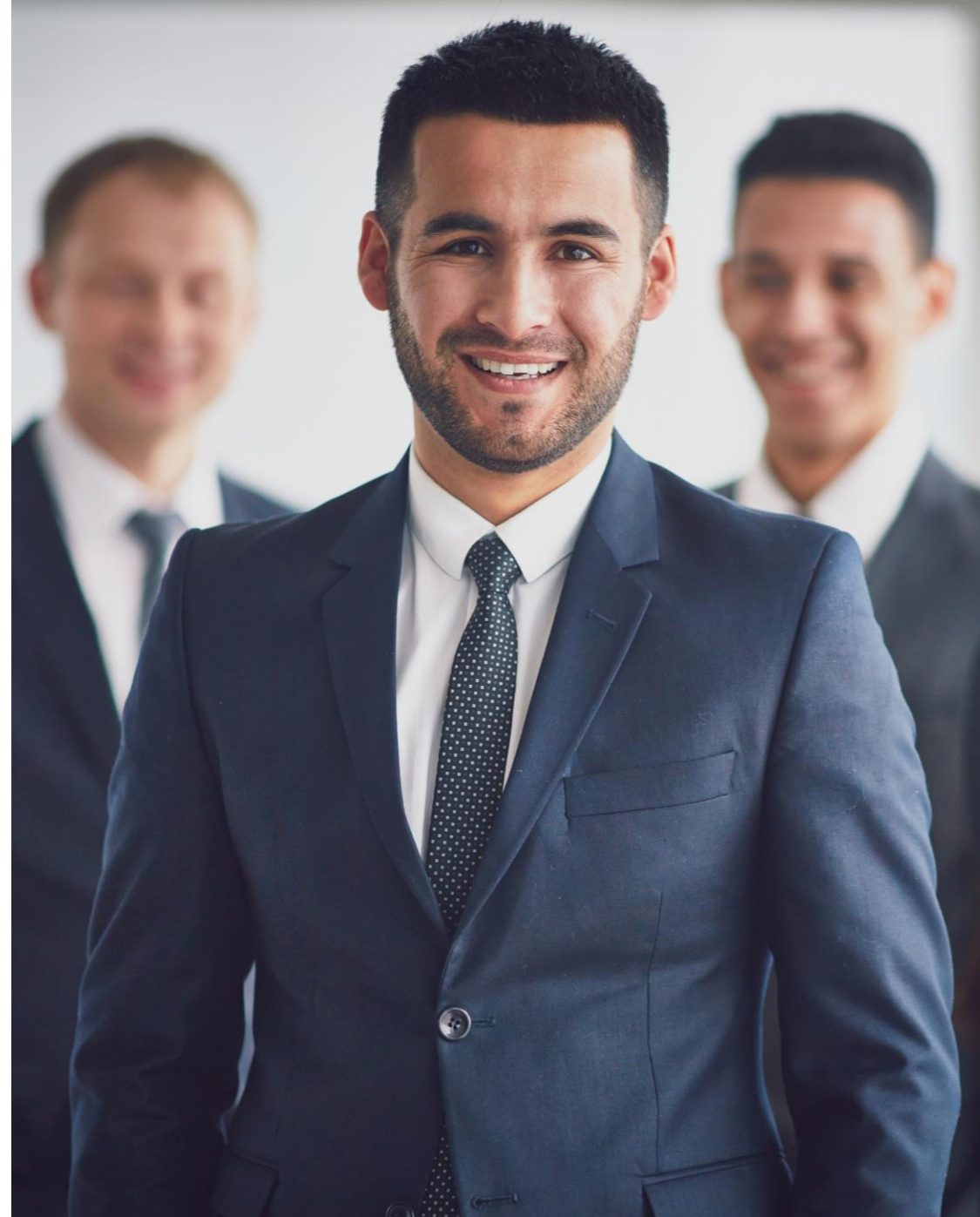


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Being a leader isn't about following artificial techniques, how to modulate your voice, or how to stand when you present. The main error of those who want to lead better is thinking that they need to change their essence at the price of being genuine. We visit companies and see technical leaders trying to become charismatic, autocratic leaders pretending to be democratic, and introverts convinced that they need to be extroverts to be successful.



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All of this causes frustration and exhaustion, but the first pillar of leadership is coherence. You can't inspire while leading outside of your essence. It isn't about becoming a different person, but about transforming the way you see yourself and others.

Whether you are a servant leader or a direct one, you will successfully expand your point of view to become a situational leader, **an exceptional leader.**



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Module 1 | Thinking Strategically





- What does it mean to think strategically?
- The Importance of Strategic Thinking
- Barriers to Strategic Thinking
- The 3 Ps of Success
- Mental Blocks of Strategic Thinking
- Operational or Strategic: Is this a real dilemma?
- The Constant Idea Storming
- Keeping Your Mind Fresh: Brain Coaching
- Stuck in Our Way of Being



Module 2

Interpersonal Mastery



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- How we see others

- Our Paradigms and How they Impact Communication

- Your Way of Thinking and Your Way of Being

- How we see people: human beings or objects?

- Leading with Questions

- Everyone's Favorite Topic

- Empathy – Rapport

- Learning to Listen: previous, generous or active?

- How Your Self-Esteem Impacts Relationships?

- Self-Betrayal and blind spots



Module 3 | Productive Delegation



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- Delegation Paradigms and How to Break Them

- Basic Delegation Principles

- Who Do I Delegate?

- What to Delegate and What to Retain

- Delegation Techniques

- The Process of Strategic Delegation

- Monitoring Progress

- Beating the Fear of Delegating

- Barriers of Thinking

- Development Barriers



Module 4

Good Time Administration



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- Time Paradigms – The daily US\$86,400 ice breaker
- The Power of 10 Minutes – Tripartites?
- The 212° Concept
- Is Time Money?
- Your Gift and the Vision: the Four Quadrants
- Urgent – Important – Significant
- Your biorhythm and how to use it in Your Favor
- The Power of Action in Discipline: We decide in advance, not then – batching time
- The Pareto of Time
- Preparing the Day



Module 5

Optimizing Your Leadership Style



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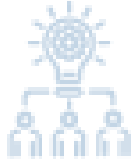
- Autocratic Leadership
- Democratic Leadership
- Charismatic vs Expert Leadership
- Service-Oriented Leadership
- Situational Leadership
- Cognitive Dissonance – Self-Betrayal
- Authoritative vs Complacent
- Process Oriented vs Coach
- Adapting Your Leadership to the Report
- Optimizing Your Natural Style



Module 6 | Forming Growing Teams



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- Shutz and Tuckman models on Teams development
- Transactional Analysis
- Extroversion, Introversion, and Ambiversion
- Generating Collaboration
- Five Characteristics of a High Growth Team
- Trusting Teams
- Main Myths about Teamwork
- Involving Introverts
- Team Autonomy
- Shaping the Culture of the Team



Module 7 | Transforming Values into Culture



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- "The Culture eats Strategy for Breakfast" P. Drucker
- The Personality of the Organization
- Choosing the Ideal Values
- Describing the Desired Behaviors
- Assessing the Values
- What we Reinforce and What we Allow
- Basic Principles of Human Behavior
- Rewarding the Culture Champions
- Modeling with Coherence and Consistency



Module 8 | Assessing to Develop



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- Overcoming the Fear of Confrontation
- The Identity of Each Member of the Group
- Real Time Feedback (RTF)
- Performance and Values – How to evaluate associates? Calibration
- Performance Improvement Programs
- Feedforward vs Feedback
- Performance vs Potential
- How do We Measure Performance?
- How do We Measure Potential?



Module 9 | Managing the Boss



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- Your Perception of Authority

- Emotional Intelligence: Assertiveness

- Who do you work for?

- How do Deal with your Boss (Narcissist, Introverted, Authoritarian, etc)

- Managing Tension and Conflict

- Five Characteristics of a Good Report

- Your Mistaken Beliefs

- Your Destructive Beliefs



Module 10

Managing Conflict



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- Conflict: Real or Perceived
- Trapped in Our Point of View
- Knocking Down Paradigms and Misconceptions
- The Rest: from Objects to People
- Knocking Down Communication Barriers
- Active Listening
- Everyone's Favorite Topic
- How to Align Points of Views
- The Staircase of Inference
- The Left Column



About Eduardo

**I amplify the impact of
professionals and entrepreneurs**



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Eduardo Villegas is an ex-executive, a business coach and a career amplifier focused on the subject of leadership and strategic planning. His mission is to **amplify the positive impact of professionals and entrepreneurs** through expanding their way of seeing, being, acting and relating.

Eduardo dedicates the majority of his energy each day in expanding the capacities of both leaders and businesses with the means of helping them **discover, pursue and reach their goals and purposes.**



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With over 30 years of experience as a financial leader in multinational businesses in Latin America, USA & Asia, Eduardo promotes to **adopt and adapt principles and values** learned in these organizations, and implement them with local businesses and leaders.

Eduardo is a public accountant with a masters in business economy and a professional coach obsessed with learning more each day in order to better serve his clients.



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Exceptional Leadership

Systematic training distributed in the sequence of 10 modules that will help you expand your area of influence and become an exceptional leader, without losing your personal essence, style and individuality



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Strategic Thinking

Projects and workshops adapted to the specific needs of businesses from 2 to 500 employees, with the guarantee of positive and measurable financial impact at the same time that Works in the motivation and improvement of the teams



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Expansive Coaching

Weekly individual or/and group sessions that lead you to discover the mental models that limit you, blocking your success and satisfaction as a leader in any level, formal or informal.



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Methodology



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**One and half hours
long Live Weekly
Conferences, each
one by module**



**Discussion
time and in-
class
coaching**



**Videos from
Eduardo Villegas
Official and
Other Leaders**

We have found opportunities with leaders from many different companies:



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