

# Fountainhead

## About Fountainhead

Fountainhead has worked in the field of management education since 1985. We integrate proven leadership tools into performance management processes to assist organizations in leveraging the expertise of their workforce.

This *Manager-of-Managers* workshop centers on the importance of stewardship, developing the potential in others, articulating a leadership point-of-view, and communicating the connection between business focus and values.

This workshop is targeted to those responsible for choosing their organization's future leaders.

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## Leading From A *Point of View*

The challenge for leaders is to find ways to impart their hard-earned leadership lessons. If this doesn't happen, the entire organization loses the benefit of the experiences and insights that shaped that individual's leadership rationale.

The focus of this workshop is on the leadership role of a manager of managers. It draws on a leadership approach known as *leadership point of view* and through this approach, leaders can inject their lessons learned back into the organization in ways that

- reinforce previous leadership development investments
- translate strategy, values, and performance into executables
- utilize leadership as a prime employee engagement tool

A **leadership point-of-view** is comprised of four indispensable pieces that, when woven together, become a powerful tool for leaders to use in developing the next generation. The aim is to be visible in the role as an interpreter for how to be a positive interface between people and results.

1. Sharing the business assumptions that create value. Finance is the language of business and sharing a financial point of view results in an expansion of everyone's perception of the value proposition they work within and their contribution.
2. Articulating the business values upheld results in a common focus on a values-based, not needs-driven approach to executing work with others.
3. Describing what is considered to sustain a motivating environment results in a collective focus on the value of the individual and the importance of meaningful work.
4. Great organizations are built on great decisions. Providing insight into the decision-making process strengthens peoples' ability to balance risk with opportunity.

### Key outcomes

- Put focus to the belief about leadership and its role within the organization
- Make leadership a specific and actionable employee-engagement tool
- Implement three key leadership attributes into an engagement strategy
- Reinforce an environment where leaders-teach-leaders