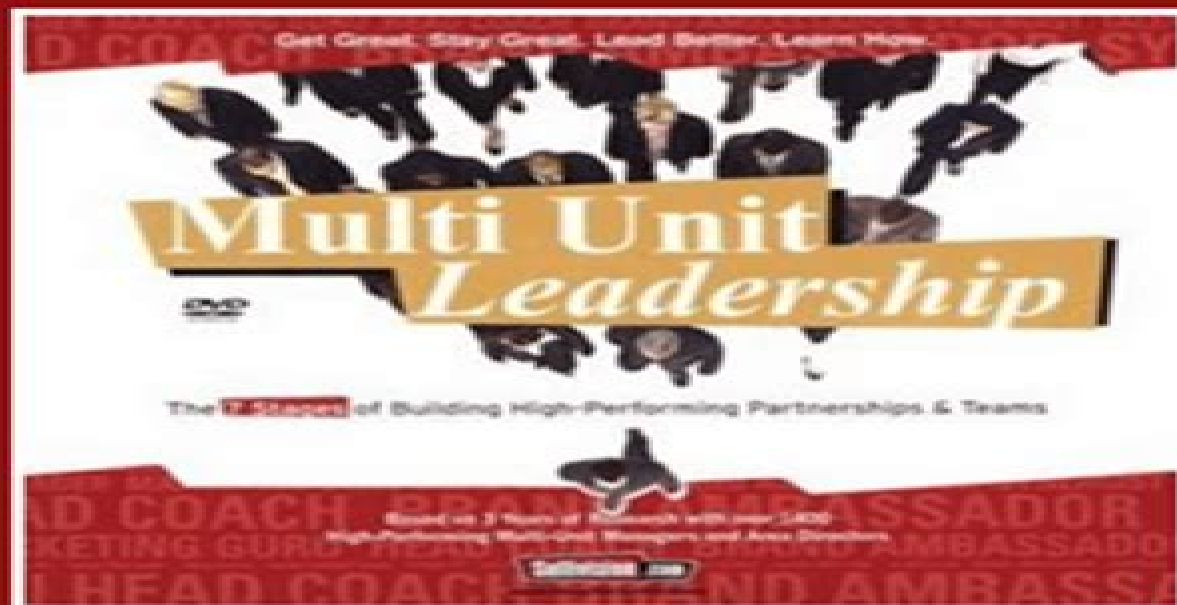


Jim Sullivan

# Multi-Unit Leadership DVD: The 7 Stages of Building High-Performing Partnerships & Teams.



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# Multiunit Leadership The 7 Stages Of Building High Performing Partnerships And Teams

**Tim Kirkland**



## **Multiunit Leadership The 7 Stages Of Building High Performing Partnerships And Teams:**

**Multi-Unit Leadership** Jim Sullivan, 2011-06-23 Multi Unit Leadership is the best selling book used in over 170 000 businesses worldwide Managing multiple units requires significantly different skills than managing just one This book details those skills in seven distinct stages and shares the best practices from successful multiunit leaders worldwide Perfect for regional managers and franchisees who need to know the difference between hands on management and indirect influence Written in a detailed and fun format perfect for today s Digital Age leaders Multiunit Leadership examines the unique role and requirements of managers who are responsible for two to forty units Our research with over 500 successful Multi Unit Leaders MULs reveals the best practices and unique expertise that differentiates high performing multiunit leaders from average ones Chockablock full of specific examples expert opinion and case study scenarios the seven leadership stages outlined in the book include Brand Ambassador Servant Leadership Marketing Guru Head Coach Talent Scout Synergist and Goal Getter You ll learn how to better manage time and projects how to develop stronger teams how to get maximum impact from your store visits and how to consistently build sales by working smarter not harder Readers can assess their own strengths and challenges compared to the industry s best MULs at the end of each chapter and compile their own best practices relative to people performance and productivity Companies using the book include McDonald s American Express Coca Cola Starbucks Target Jiffy Lube Supercuts Applebee s and Sam s Club **Mind Your Own Business** Jim

Sullivan, 2011-07-20 **The Food Truck Handbook** David Weber, 2012-04-03 How to start grow and succeed in the food truck business Food trucks have become a wildly popular and important part of the hospitality industry Consumers are flocking to these mobile food businesses in droves inspiring national food truck competitions and even a show dedicated to the topic on The Food Network The relatively low cost of entry as compared to starting a restaurant combined with free and low cost ways to market them to the masses via platforms like social media are just two of the reasons that food truck business are drawing in budding entrepreneurs Author David Weber a food truck advocate and entrepreneur himself is here to offer his practical step by step advice to achieving your mobile food mogul dreams in The Food Truck Handbook This book cuts through all of the hype to give both hopeful entrepreneurs and already established truck owners an accurate portrayal of life on the streets From concept to gaining a loyal following to preventative maintenance on your equipment this book covers it all Includes profiles of successful food trucks detailing their operations profitability and scalability Establish best practices for operating your truck using one of a kind templates for choosing vending locations opening checklist closing checklist and more Create a sound business plan complete with a reasonable budget and finding vendors you can trust consider daily operations in detail from start to finish and ultimately expand your business Stay lean and profitable by avoiding the most common operating mistakes Author David Weber is Founder and President of the NYC Food Truck Association NYCFTA which brings together small businesses that own and operate premium food trucks in NYC focused on innovation in

hospitality high quality food and community development      COACH Tim Kirkland,2017-09-06 In this highly anticipated follow up to *The Renegade Server* Tim Kirkland examines how leaders can focus on creating stronger more engaged teams and motivate them to improved performance daily Cultivation The first responsibility of any Coach is to collect develop and maintain high performing team members Readers will discover new ways to improve how they recruit motivate and retain top talent Observation Often leaders find themselves very busy but accomplishing little It s frequently a diagnostic mistake by not taking the time to fully understand the landscape in which we re operating Readers will learn to observe challenges from multiple perspectives and apply meaningful lasting solutions Accountability Great coaches know that you don t win games by only watching the scoreboard Readers will learn how to make team members personally responsible for the work not just the results Connection When team members are fully connected to the purpose of the work and the mission of the team they produce better results Discover how to connect your team to each other and to the greater goal Hand Off Often when we fail at Customer Experience it s not because any one person failed at their role but because the ball was dropped during the hand off between team members Learn how to deliver seamless customized Customer Experiences by existing as a Coach e in the gaps e      Best! No need to be cheap if you are ... Mike Hohnen,2013 Inspired by the principles developed in the *Service Profit Chain* Mike Hohnen takes you through each of the steps needed to create an outstanding service business We live in a world of abundance there is plenty of choice everywhere The result is a widening gap between supply and demand in virtually any category you can imagine When that happens many companies have a knee jerk reaction and the recipe is more or less always the same initiate rigorous cost cutting programmes reduce staff and or services offer discounts in many forms and increase advertising aggressively This however is the equivalent of trying to steer and brake as your car begins to skid on black ice while going through a sharp curve As you hit that declining demand curve you need to perform what at first seems like a counter intuitive move hold your price improve your quality and narrow your focus in the market In this book you will not only understand why but also see how you can do that      **Franchise Times** ,2007      M & C Report ,2008      *Multiunit Leadership* Asim Huijsman,2014-11-21 Team building is a philosophy of job design in which employees are viewed as members of interdependent teams instead of as individual workers Team building which is correctly spelled with two words citation needed refers to a wide range of activities presented to businesses schools sports teams religious or nonprofit organizations designed for improving teamperformance According to Dyer in 2007 team building was originally a group process intervention aimed at improving interpersonal relations and social interactions and has developed to include achieving results meeting goals and accomplishing tasks Team building is pursued via a variety of practices and can range from simple bonding exercises to complex simulations and multi day team building retreats designed to develop a team including group assessment andgroup dynamic games usually falling somewhere in between It generally sits within the theory and practice oforganizational development but can also be applied to sports teams school groups and other contexts

Team building is not to be confused with team recreation that consists of activities for teams that are strictly recreational. Team building can also be seen in day to day operations of an organization and team dynamic can be improved through successful leadership. Team building is said to have benefits of self development, positive communication, leadership skills and the ability to work closely together as a team to solve problems. Team building focuses on four methods that effect the unit: role clarification, interpersonal relationship management, goal setting and problem solving. Work environments tend to focus on individuals and personal goals with reward recognition singling out the achievements of individual employees. Team building can also refer to the process of selecting or creating a new team. *High Commitment High Performance* Michael Beer, 2009-07-17. How to create the high performance high commitment organization. Integrating knowledge from strategic management, performance management and organization design. Strategic human resource expert and Harvard Business School Professor Michael Beer outlines what the high commitment high performance organization looks like and provides practitioners with the transformation process to help them get there. Starting with leaders who have the right values, Beer shows how to weave together a complete system that includes top to bottom communication, organization design, HR policies and leadership transformation process and outlines what practitioners must do in HR structure, systems, goals, culture and strategy to create high performance organizations. *Resources in Education*, 1988. **Hospital Literature Index**, 1993.

**The Leader's Window** John D. W. Beck, Neil M. Yeager, 2005-09-15. A great read for anyone who is trying to live the 7 habits at work. Dr Stephen R Covey. Do you know how to lead people? This is the toughest act required of every supervisor, manager, executive and CEO. In the face of leadership challenges and increasing pressure to produce results, here is proven guidance for achieving the highest possible performance from your workers, both collectively and individually. Neither abdicating nor dominating, but truly empowering workers is the key. Peer into this newly expanded edition of *The Leader's Window* to build and maintain high performance teams to guarantee long term success. Expose seven teamwork myths and revise tactics accordingly. Meet the needs of the people you work for and the people who work for you. It's not easy being a leader, but it is possible to achieve greatness and support long term success even at the frenetic pace of business as we now encounter it. This book will show you how. *Building High-Performance Teams*, 2014. High performing teams are critical to maintaining an organization's competitive advantage. These teams consistently show high levels of collaboration and innovation and outperform their peers. In this course, leadership training expert Mike Figliuolo shows you how to create and lead the teams that get more done for their organizations. Learn about the seven elements of a high performance team and the techniques necessary to set direction, gather and deploy the right resources, prioritize work, motivate employees and help team members develop their individual strengths. **40 Essential Team Leadership Skills in 7 Minutes Each** Nietsnie Trebla, 40 Essential Team Leadership Skills in 7 Minutes Each. Unlock the secrets to dynamic leadership with 40 Essential Team Leadership Skills in 7 Minutes Each. This concise and practical guide is designed for leaders at all levels who seek to

enhance their team's performance while managing time effectively Dive into each chapter which distills key leadership skills into quick actionable insights that can be grasped in just seven minutes Overview In a world where time is of the essence this book challenges the traditional approach to leadership development Each chapter focuses on a crucial skill ranging from Building Trust and Rapport to Understanding Team Dynamics and provides you with strategies that can be implemented swiftly and seamlessly Key Skills Explored Building Trust and Rapport Learn how to create a foundation of trust within your team Effective Communication Styles Discover how to adapt your communication for diverse audiences Setting Clear Goals and Expectations Master the art of alignment and clarity Encouraging Collaboration and Teamwork Foster an environment where teamwork flourishes Fostering a Culture of Accountability Equip your team to take ownership of their roles Managing Conflict Resolution Navigate disagreements gracefully and constructively Giving Constructive Feedback Learn how to provide feedback that promotes growth Recognizing and Celebrating Success Create a culture of appreciation to boost morale Empowering Team Members Help your team members feel confident in their abilities Utilizing Diverse Strengths Leverage the unique skills within your team for optimal results Developing Emotional Intelligence Enhance your capacity to connect with and understand others Implementing Agile Practices Embrace flexibility in changing environments Encouraging Innovation and Creativity Inspire creative solutions among team members Leading by Example Showcase the behaviors you wish to see in your team Time Management and Prioritization Maximize productivity through savvy time strategies Leveraging Technology in Leadership Explore tools that enhance communication and project management Navigating Change and Adaptability Develop resilience in the face of transformation Motivating Through Intrinsic and Extrinsic Rewards Find the right balance to inspire your team Building Resilience in Teams Cultivate a team that can bounce back from setbacks Balancing Work and Life for Team Well Being Promote a healthy work life balance for better performance Effective Delegation Techniques Empower others by sharing responsibilities wisely Creating an Inclusive Environment Foster diversity and inclusivity in your team dynamics Strategic Planning and Visioning Set a clear direction that aligns with your team's values Building Strong Relationships with Stakeholders Strengthen your network through effective engagement Facilitating Productive Meetings Turn meetings into valuable discussions rather than time wasters Performance Management Strategies Optimize team performance through measurable objectives Crisis Management and Decision Making Learn to lead decisively under pressure Coaching and Mentoring for Growth Develop your team's potential through guidance Enhancing Team Creativity and Problem Solving Encourage innovation through collaborative effort Conducting Effective Team Assessments Evaluate team dynamics for continuous improvement Utilizing Feedback Loops Implement feedback mechanisms for growth and learning Building a High Performing Team Culture Nurture a culture that prioritizes excellence Leading Remote Teams Effectively Adapt your leadership approach to virtual environments Negotiation Skills for Leaders Master the art of securing win win outcomes Setting and Evaluating KPIs Identify key performance indicators to track success Promoting Continuous

Learning and Development Foster an environment that encourages ongoing growth Encouraging Risk Taking and Learning from Failure Turn setbacks into opportunities for success Aligning Team Vision with Organizational Goals Ensure your team's objectives reflect the larger mission Navigating Organizational Politics Manage relationships and power dynamics effectively Cultural Competence in Leadership Embrace diverse perspectives and practices Understanding Team Dynamics Gain insights into how your team operates Reflective Practice for Continuous Improvement Encourage self assessment and growth Whether you're an emerging leader or a seasoned executive this book will empower you to lead with confidence and inspire excellence in your teams Each skill is designed to be digestible enabling you to incorporate new strategies into your leadership toolkit without overwhelming your already busy schedule Transform your leadership journey today Leading at a Higher Level, 2007 Leading at a Higher Level translates decades of research and 25 years of global experience into simple practical and powerful strategies to equip leaders at every level to build organizations that produce bottom line results At Nissan we have made these principles a core part of our leadership philosophy better equipping our managers to bring out the great energies and talents of our employees Jim Irvine Vice President of Human Resources Nissan North America At Southwest Airlines we have always strived to lead at a higher level We truly believe that profit is the applause you get for taking care of your internal and external customers We have always insisted upon a happy carefree team spirited yes even fun working environment which we think results in motivated employees who will do the right thing for their internal and external customers Reading this book will make a positive difference in your organization Colleen C Barrett President Southwest Airlines If you want to have a great company you don't have a choice but to lead at a higher level When you do that you excite your people they take care of your customers and your cash register goes cha ching Horst Schulze President and CEO The West Paces Hotel Group LLC Founding and former President COO The Ritz Carlton Hotel Company LLC Leading at a higher level is a must today if leaders are to rebuild trust and credibility as we are doing at Tyco This book will teach you how Eric Pillmore Senior Vice President of Corporate Governance Tyco International The definitive Blanchard on Leadership 25 years of breakthrough leadership insights in one extraordinary book From The One Minute Manager R to Raving Fans Ken Blanchard's books have helped millions of people unleash their power and the potential of everyone around them The Ken Blanchard Companies has helped thousands of organizations become more people oriented customer centered and performance driven In Leading at a Higher Level Blanchard and his colleagues have brought together all they've learned about world class leadership You'll discover how to create targets and visions based on the triple bottom line and make sure people know who you are where you're going and the values that will guide your journey Blanchard extends his breakthrough work on delivering legendary customer service and creating raving fans You'll find the definitive discussion of the renowned Situational Leadership R II techniques for leading yourself individuals teams and entire organizations Most importantly Leading at a Higher Level will help you dig deep within discover the personal leadership point of view all great leaders

possess and apply it throughout your entire life For everyone who wants to become a better leader in any company any organization any area of life Set the right targets follow the right vision Focus on the bottom lines that really matter Serve your customers at a higher level Deliver your ideal customer experience and create raving fans Beyond ego the way of the servant leader Listen praise support guide and help your people win Lead at a higher level Lead your people to greatness as you create high performing organizations that make life better for everyone This book will guide you inspire you provoke you and be your touchstone Ken Blanchard coauthor of The One Minute Manager R and his colleagues have spent more than 25 years helping good leaders and organizations become great and stay great Now for the first time they ve brought together everything they ve learned about outstanding leadership Discover how to Go beyond the short term and zero in on the right target and vision Deliver legendary maniacal customer service and earn raving fans Truly empower your people and unleash their incredible potential Ground your leadership in humility and focus on the greater good For a long time leaders have relied on Ken Blanchard s insight wisdom and practical techniques Now he and his colleagues have delivered the leadership classic for a new generation Leading at a Higher Level [www.LeadingatAHigherLevel.com](http://www.LeadingatAHigherLevel.com) Contents Introduction Leading at a Higher Level by Ken Blanchard xvii Section I Set Your Sights on the Right Target and Vision Chapter 1 Is Your Organization High Performing 3 Chapter 2 The Power of Vision 21 Section II Treat Your Customers Right Chapter 3 Serving Customers at a Higher Level 39 Section III Treat Your People Right Chapter 4 Empowerment Is the Key 67 Chapter 5 Situational Leadership R II The Integrating Concept 87 Chapter 6 Self Leadership The Power Behind Empowerment 103 Chapter 7 Partnering for Performance 117 Chapter 8 Essential Skills for Partnering for Performance The One Minute Manager R 145 Chapter 9 Situational Team Leadership 167 Chapter 10 Organizational Leadership 195 Chapter 11 Strategies for Managing a Change 219 Section IV Have the Right Kind of Leadership Chapter 12 Servant Leadership 249 Chapter 13 Determining Your Leadership Point of View 277 Endnotes 297 Organizational Change Readiness Assessment 309 Acknowledgments and Praisings 313 About the Authors 317 Services Available 333 Index 335

*Partnerships* Mike Hawkins, 2013-06-10 To be a leader in the era of outsourcing learn to foster successful relationships with external organizations as well as teams within your own company Partnerships Leveraging Teamwork illustrates how to build high performing teams and work effectively with others across organizational boundaries Great leaders do not lead a collection of individuals but rather a unified team of people who work for the good of the organization By learning the competencies of internal and external partnering you will gain synergy establish a spirit of community and leverage the value of collaboration The SCOPE of Leadership book series teaches the principles of a coaching approach to leadership and how to achieve exceptional results by working through people You will learn a straightforward framework to guide you in developing enabling exhorting inspiring managing and assimilating people Benefit from the wisdom of many years of leadership consulting and executive coaching experience Discover how to develop the competencies that align consistently with great leadership

**Effective Multi-Unit**



**Leadership** Chris Edger, 2016-04-29 There is a growing recognition of the increasing importance of local leadership practice within multi unit service contexts given the threat to costly land based retail infrastructures from smart technologies Multi site organizations are economically significant but currently under researched and poorly understood In Effective Multi Unit Leadership Chris Edger looks at that key managerial cohort in the retail hospitality and service sectors operating between the centre and unit the Multi Unit Leader MUL This district area or regional manager is tasked with maximising revenue and profit from a complex and ambiguous positional space being sandwiched between the centre and unit facing the MUL paradox how do they motivate unit managers and team members to provide great service whilst simultaneously fulfilling the Centre s compliance agenda Based on extensive case study research across a range of multi unit service organisations Edger advances an Integrated Model of MUL that elucidates how key activities sales led service systems and standards 3Ss are driven through behavioural practices commitment control and change 3Cs underpinned by MUL personal characteristics expertise emotional intelligence and energy 3Es Central to this model is the notion of portfolio optimisation through social exchange POSE where MULs apply local leadership leveraging their portfolios through the deft application of exchange based currencies Replete with case studies Effective Multi Unit Leadership will appeal to high potential unit managers existing multi unit leaders who want to improve their performance levels and retail service directors wishing to train and coach their direct reports as well as business educators and those with an academic interest in organisational studies

*Leading at a Higher Level* Ken Blanchard, 2018-11-08 40 Years of Breakthrough Leadership Insights in One Extraordinary Book From The One Minute Manager to Raving Fans Ken Blanchard s books have helped millions of people unleash their power and the potential of everyone around them For 40 years The Ken Blanchard Companies has helped thousands of organizations become more people oriented customer centered performance driven and socially responsible Now in this fully updated third edition of *Leading at a Higher Level* Blanchard and his colleagues bring together all they ve learned about world class leadership including brand new chapters on building a high trust workplace collaborating for high performance driving success through mentoring and leading at the organizational level You ll discover how to create targets and visions based on the quadruple bottom line and make sure people know who you are where you re going and the values that will guide your journey *Leading at a Higher Level* presents the definitive discussion about using SLII the most widely used leadership model in the world to lead yourself individuals teams and entire organizations More important you ll learn how to dig deep within discover the personal leadership point of view all great leaders possess and apply it throughout your entire life This book will guide you inspire you provoke you and be your touchstone Discover how to Go beyond the short term and zero in on the right target and vision Eliminate the gap between your company s stated values and actual behavior Deliver legendary maniacal customer service and earn raving fans Truly empower your people and unleash their incredible potential Create a coaching culture that boosts performance at every level Ground your leadership in humility and focus on the greater

good Leading at a Higher Level is for everyone who wants to become a better leader in any company any organization any area of life Leading at a Higher Level makes clear that respect and integrity aren't pleasant sounding options they are essential criteria for an organization's survival As inspiring as it is instructive this book belongs in every leader's core curriculum WARREN BENNIS bestselling author of Leaders and On Becoming a Leader If you want to have a great company you don't have a choice but to lead at a higher level When you do that you excite your people they take care of your customers and your cash register goes chinging HORST SCHULZE Vice President and CEO The West Paces Hotel Group LLC Founding and former President COO The Ritz Carlton Hotel Company LLC      **Top Teaming** Marshall Goldsmith, Lawrence S. Levin, 2011-08-16 Top Teaming is about the conversations and practices that extraordinary leaders and their teams have that differentiate them from usual high performing teams and make them exceptional high caliber Top Teams Simply put it is about how good teams get even better to become great teams in an increasingly complex world Marshall Goldsmith In today's complex and volatile world the importance of building executive teams that understand how to manage the Now the New and the Next is perhaps the most important criterion in achieving both operational success and strategic advantage This guidebook is written from the viewpoint of an experienced practitioner someone who has been a trusted advisor to CEOs and executive leadership teams for twenty years across a wide range of industries and geographies Larry understands how great leaders develop and thus develop their Top Teams Profit from Levins experience and learn how to harness the power of a collective future how to create trust over peace to address the issues that matter most how to drive the fierce urgency of now how to navigate the critical intersections in any organization how to build key teams 1 3 levels down how to move beyond classical high performing teams to become a Top Team By learning from the case studies and insights in Top Teaming you'll drive the alignment collective intelligence and focus needed to influence your company's direction mindset and performance Whether you're seeking to make a struggling team good or a good team great you'll find the guidance you need in Top Teaming A Roadmap for Leadership Teams Navigating the Now the New and the Next      **Leadership Teams** G. Sheard, A. Kakabadse, 2009-08-26 The scale and complexity of today's corporations dictates that teamwork is essential to realising high performance This book clearly identifies six critical stages to becoming a world class team making this a must read text for ambitious and aspiring managers

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### **Multiunit Leadership The 7 Stages Of Building High Performing Partnerships And Teams Introduction**

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