



## Learning Objectives

After participating in *Impact5: The Business of Leadership Game™*, learners/managers will be able to

- List and describe the five leadership accountabilities that impact business success (Business Impact Accountabilities).
- Explain the importance of operating as a member of an organization’s “leadership team.”
- Describe the issues involved in balancing “now-focused” and “future-focused” management actions and behaviors, and explain how tactical, strategic, narrow-, and broad-focused thinking must fit into this balance.
- Describe ways for effective leaders to influence the business beyond their own functions/ departments (Influencing the Business).
- Describe several key actions that leaders must take to ensure that results are produced within their departments/functions (Executing for Results).
- Provide examples of ways that managers can most effectively manage change (Managing Change).
- Give examples of actions managers can take to ensure the development of talent for the organization’s future (Developing Talent).
- Compare the personal attributes of effective and ineffective managers as those attributes relate to success in following through on the other Business Impact Accountabilities (Personal Effectiveness).

On the job, learners/managers will

- Demonstrate a willingness to take ownership of personal effectiveness by engaging in development opportunities and continual learning.
- Take actions that show commitment to the development of talent for the enterprise as well as the department/function.
- Demonstrate a willingness to take action to influence the business beyond immediate departmental responsibilities.
- Demonstrate an understanding of and commitment to balancing “now-focused” and “future-focused” accountabilities.
- Use appropriate “critical thinking guides” to analyze leadership situations in each of the accountability areas.