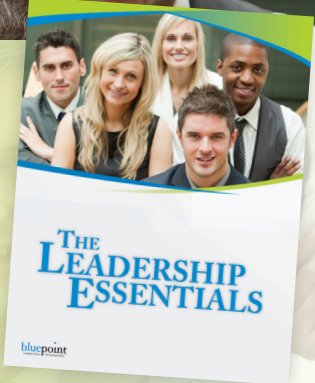


THE LEADERSHIP ESSENTIALS

OVERVIEW

Fast paced and highly experiential, **The Leadership Essentials** Workshop is uniquely designed to equip managers with the practices and competencies necessary to lead successfully at the personal, interpersonal, team and organizational levels. It provides a strong developmental foundation for both new and seasoned leaders. The experience will equip the participants to answer the following questions:

1. Have I really earned the right to lead others? How do I build a powerful personal leadership brand and create the credibility necessary to lead in these demanding times?
2. How do I influence others to perform at their best? How do I create a culture of sustained high performance?
3. How do I lead my team to produce innovative results?
4. How can I extend my influence throughout the organization creating exceptional focus and alignment of efforts?



THE MODEL

Over the course of four distinct modules, participants are guided through a series of thought-provoking lectorettes, exercises, video case studies, personal coaching sessions, action research projects and practicums. The modules that form the basis of the workshop are:



Authenticity: Leadership development starts with self-development and in this module participants will closely examine how they show up as leaders, and how they can develop a powerful personal leadership brand. **The Leadership Essentials** Inventory (LEI), a 360-degree assessment, provides critical feedback, enabling a focus on self-awareness, leadership maturity, values and personal leadership qualities.

Coaching: This module takes the best practices and approaches of professional coaches and introduces these in a leadership context. It focuses on building strong, one-on-one relationships, helping participants to develop the capability of coaching for high performance throughout the workplace.

Innovation: This module equips leaders with the skills to bring a team together, harness the power of human creativity, and generate innovative solutions to real business issues.

Alignment: In this module participants will study various leadership methodologies of creating alignment. They will focus on creating extraordinary alignment through the use of a potent leadership communications process. This module is rich with practice work on real business issues.

WORKSHOP AGENDA

Day One

8:30am*	Workshop Introduction
	Organizations and the Challenge of Leadership
10:00am	BREAK
	The Leadership Essentials Inventory (LEI)
	Authenticity
12:00pm	LUNCH
1:00pm	Authenticity (cont'd) <i>Integrity</i> <i>Passions</i> <i>Connections</i>
3:00pm	BREAK
	Coaching <i>Discovery</i> <i>Creation</i> <i>Commitment</i>
5:00pm	END OF DAY ONE

Day Two

8:30am	The Leadership Essay
	Innovation
10:00am	BREAK
	Innovation (cont'd) <i>Virtuosity</i> <i>Creative Tension</i> <i>Serious Play</i>
12:00pm	LUNCH
1:00pm	Team Project (cont'd) <i>Alignment: Future</i>
3:00pm	BREAK
	Alignment (cont'd) <i>Personal</i> <i>Story (Final Presentations)</i>
5:00pm	WORKSHOP ENDS

*Actual start and end times are adjusted to client need.

BENEFITS

Participants will be better able to:

- Apply a solid, research-based model for effective leadership.
- Recognize and develop their leadership role within the organization.
- Enhance their personal leadership presence and authenticity.
- Learn to coach others for high performance.
- Increase employee engagement levels.
- Lift the performance of teams by creating a fertile environment for innovation.
- Develop improved organizational commitment and alignment.
- Leave with specific "Monday morning promises" that will ensure implementation of new behavior and an operational plan.

Organizational benefits include:

- Better bottom line results.
- Improved talent retention and loyalty.
- Increased employee engagement levels.
- Higher morale, and improved trust and respect throughout the organization.
- Employees feel valued, understand their role and how they contribute to the big picture.
- A more fertile environment for innovation and highly productive teams.
- Improved commitment and alignment.

AUDIENCE

For leaders at all levels - from new to seasoned.

DURATION

The standard workshop is designed as a two-day workshop. One-day and half-day sessions are available.

DELIVERY TYPE

Classroom or Conference