

The Leaders Circle 2020

Not a webinar: strategic, collaborative, small group leadership development



Do you have the insights, strategies and skills to lead effectively in 2020 and beyond?

The Covid19 crisis redefined what it takes to be a successful leader. Though you may still be responsible for goals established months ago, you're also facing new expectations and opportunities.

The small group Leaders Circle program delivers the strategies and skills you need NOW to be a highly effective leader.

The Leaders' Circle program features:

- Small group (4-8 participants) fosters focus on individual interests
- Convenient scheduling of bi-weekly half-day workshops
- Blend of classic and new leadership concepts and skills
- Group leader and members both challenge and support you

"Participating in Leaders Circle was the best step in my professional career. Leaders Circle taught me skills that were critical to taking the next steps." Andrew Witkin, President, Witkin-Hults Landscape Architecture; President, American Society of Landscape Architects

Why Participate

Do you have the leadership and communications skills your role needs? Are you as effective at leading and communicating as you are at the technical aspects of your job?

Participate because you have to. Without strong leadership and communications skills, even the most intelligent people struggle to lead effectively. Leaders Circle gives you the understanding, skills and strategies you need to add optimal value in your organization.

Participate because you want to. Perhaps you're already skilled at leadership and communications, but you want to improve further. The Leaders Circle will provide new tools, fresh ideas, advanced levels of performance and out-of-the box thinking.

Participate because it's challenging. Working in a small group from a strategic mix of businesses, you'll learn how people outside your usual frame of reference think. You'll work closely with people who share your interests, support and challenge you.

Participate because it pays. Leaders' Challenge is one of the best investments you can make not only in your job performance and career development but also in your ability to help and challenge others, and to add greater value in your organization.

Who Participates

People who get the most from the Leaders' Challenge program include those who:

- Have new job responsibilities
- Want to accelerate their career and professional development
- Want to address challenges they're facing
- Aim to bring their leadership and communications skills up a level
- Are open to new ideas and challenge, willing to try new methods

How to Participate: Program Structure Advances In-Depth Learning

Intentionally designed to achieve in-depth learning, the program consists of:

- Small groups ensuring in-depth focus on individual interests
- Accelerating competence in the most important leadership skills
- Monthly half-day seminars scheduled with participant input
- Meetings held on site at participants' offices
- Participants' work between seminars applying strategies and skills
- Participants meeting with each other and the program leader informally between group sessions to maintain continuity and momentum
- Focus on in-depth understanding and fully applying the most important skills

"I had just become a principal and felt it was important to get to the next level of independence and effectiveness. Leaders Circle helped me understand strategic ways to work differently, and that truly unlocked my potential." *Eric Brown, AIA, LEED AP, Principal / Partner, PCA Architects*

Program Content / What You'll Learn

- **Improving awareness.** Are others listening, accepting your ideas? Knowing how others perceive you is essential for effective leadership. You'll learn strategies and skills to know in depth how others perceive you, and to respond effectively.
- **Using 360 surveys and personality profiles skillfully.** You've done a 360 Survey and somewhat understand your Personality Type. You'll learn and apply tools to translate your insights into effective everyday leadership practices.
- **Clarifying goals.** What is your Vision? What do you really want for your team, your organization, yourself? Can you communicate your Vision so others fully understand? You'll learn methods to express your Vision and goals in a form that inspires, motivates and clearly explains your most important ideas.
- **Developing and using a strategic plan.** Can you use your Vision to develop an effective strategic plan for your organization? Do you understand what strategic planning is and why it's essential for every organization? You'll learn strategic planning methods and develop a strategic plan that meets your organization's needs.
- **Understanding business intelligence data.** Revenue and profit, manpower and staffing, regional and global economy numbers - data really meets your needs? You'll learn what a "balanced scorecard" is and develop one for your own leadership uses. You'll master intelligence survey design and analysis.
- **Improving one-on-one communications.** Negotiating, informal influencing, giving and receiving feedback. Your one-on-one communications skills can advance or undermine your best thinking. You'll learn strategies and skills to consistently perform at high levels in the one-on-one situations that matter most for your work.
- **Presentation skills.** Do your presentation skills fully do justice to the quality ideas you're presenting? Can you do better than "walking people through your slides" and tell a compelling story? The LCC program will take your confidence, comfort and impact on others to the higher levels your role requires.
- **Leading productive meetings.** Groups make so many key decisions and try to solve so many pressing problems. But groups too often make poor decisions and underperform. You'll learn to run meetings that fully engage participants, tap into their most productive thinking and achieve optimal results.
- **Interviewing skills.** Your new hires provide the foundations of your organization. Will your interviewing skills identify "fools gold" candidates and lead you to the real thing. You'll learn behavioral interviewing methods that enable you to distinguish between people who "look good on paper" and those who will truly perform.
- **Building your team.** Are your people a group, or do they really function like a team? Hiring great individuals in no way ensures great team performance. You'll learn skills to shape your people into a team that consistently performs at the highest levels. • **Building your organization.** Vision, Awareness, People, Communications, Numbers. Can you put the pieces together to build a thriving organization? Leaders Circle delivers that strategies, skills, book smarts and street smarts you need to breathe life into your best ideas.

"I walked away from our sessions with something tangible to implement in both my professional and, often times, personal life every single time." *Zachary Bergeron, Associate, Construction Economist, Vermeulens*

Program History, Alumni, Sponsors

Since we began in 1999, we have led 50+ programs with over 300 participants in our own programs and in programs customized for client organizations. All have consistently earned 90% “Excellent” participant evaluations.

Organizations that have enrolled participants in the programs include Adidas-Reebok, Agrivida Biofuels, Avecia Pharmaceuticals, Babson College, Biomodels, Bruner Cott, CBT, CE Floyd, Columbia Construction, CONNCAN, Consigli, EYP A/E, Glaxo Smith Kline, Harvard University, Helping Hands, Keyes North Atlantic, Jacobs, Lee Kennedy Company, Eli Lilly, Massachusetts General Hospital, New Balance, LabCentral, PCA Architects, Pfizer, Philips Medical, Pulmatrix, Reebok, Skanska, TG Gallagher, Town of Andover, TRO, WSP Engineering, and many more.

About William Ronco

William Ronco, Ph.D. consults on strategic planning, partnering and leadership training for some of the world’s best-run organizations: Fortune 500 corporations, colleges and universities, professional firms, technology companies, pharmaceutical companies, construction companies, government and community organizations. Recent projects include:

- Training for 900 scientists at global pharmaceutical company to improve problem-solving and decision making in review boards’ work with drug development teams
- Managing the merger of acquisition of a mission critical engineering and facilities firm by a leading global electric company
- Updating and upgrading the performance management process for a large pharmaceutical manufacturing facility. Providing training for all executives, managers, supervisors and employees to fully implement the new processes
- Developing and delivering leadership, presentation and communications skills training for key managers and staff in a mid-sized biotech company
- Strategic planning. Dr. Ronco’s strategic planning work has enabled numerous organizations to resolve current problems and develop new paths for success.
- Partnering and teambuilding. An international expert on this topic and author, *The Partnering Solution*, (Career Press, 2005) in this area, Dr. Ronco has led over 200 successful partnering projects resulting in improved communications and performance in science, engineering, outsourcing, mergers, government, design and construction.
- Custom training. Dr. Ronco’s custom training programs consistently earn 90% Excellent ratings. His programs have helped thousands of participants improve key management, supervision, communications, team and consulting skills.

In addition to *The Partnering Solution*, Dr. Ronco also has written: *Partnering Manual For Design and Construction* (NY: McGraw Hill, 1996), *Food Co-ops* (Boston, Beacon Press, 1974), *Jobs* (Boston, Beacon Press, 1977) and, with Lisa Peattie, *Making Work* (NY: Plenum Press, 1980). He wrote the Reports on Leadership and Teambuilding for the *AIA Practice Manual* (Wiley, 2008)

A former professor in the MBA program at Northeastern University, Dr. Ronco earned his B.A. at Rutgers University, his Ed.M. at Harvard University and his Ph.D. in Organizational Learning at the Massachusetts Institute of Technology.

“Thanks to skills gained in Leaders Circle, I was able to improve project communications resulting in more successful projects. Leaders Circle often challenged me and moved me out of my comfort zone.” *Ralph DeFlorio, Director of Operations, Harvard Divinity School*

Testimonials

Andrew Witkin, ASLA President

Witkin-Hults Landscape Architecture

Participating in Leaders Circle was the best step in my professional career. Prior to participating, I had a 5-person Landscape Architectural firm, moderately successful but stagnating. The Leaders Circle group was tremendously cohesive, making for honest and at times blunt conversations. This helped me to see my weaknesses more clearly and take my to the next level. With Bill's tremendous ability to push us out of our comfort zone and the support of the group my leadership skills soared. We are now a 14-person firm and recently named one of the best places to work in the South Florida Business Journal. We have created an office culture that would never been possible without Bill's mentoring and skills the camaraderie of the group.

Rouzbeh R. Taghizadeh, Ph.D., Chief Scientific Officer

AuxoCell Laboratories, Inc.

Leader's Circle taught me how to become an effective leader at my company as well as in the Regenerative Medicine & Cell Therapy fields, in general - including effective communication, conflict resolution, team management, personal accountability and awareness. Dr. Ronco's effective style and interactive discussions made the meetings fun and collaborative. I continue to consistently go to my Leader's Circle toolbox to deal with leadership and management challenges that I deal with daily. Thank you, Dr. Ronco!

Mary Ann Williams, Program Executive

Skanska Corporation

At the time I participated in Leaders Circle, I was transitioning from my role as construction manager to my expanded role as advisor to the owner. I was able to strengthen my ability to observe, listen and communicate clearly by being more adaptable, resilient, self-initiating and collaborative. I learned to take responsibility for engaging others in building a working partnership, seeking what is important so that we could build trust among team members.

Ralph DeFlorio, Director of Operations

Harvard Divinity School

Participation in the Leaders Circle provided me with important skills that had immediate benefits and a lasting impact. The Leaders Circle members get to know one another in depth. The communications skills gained both on an interpersonal level and in teams were especially effective and this has proven to be true over numerous projects. Thanks to skills gained in Leaders Circle, I feel that I was able to improve overall project communications resulting in more successful projects. Leaders Circle often challenged me and moved me out of my comfort zone. This gave me new understandings and tools resulting in me becoming a better manager overall.

Scott Petit, Vice President, Commissioning, National Practice Director

WSP

In my new position as WSP's National Director of Commissioning I have to solve MANY conflicts from all aspects of the business...from employee personal issues to high-level accounting allocations. I've been using the skills we worked on in Leaders Circle often. In particular, the skills have helped me listen, instead of just waiting for my turn to talk. The same approach has

also helped me in resolving issues at home with my 3 kids. In both cases, the skills have helped me be a better leader.

Eric Brown, AIA, LEED AP Principal / Partner

PCA Architects

I had just become a principal and felt it was important to get to the next level of independence and effectiveness. Bill Ronco and Leaders circle helped me understand a few key strategic ways to work differently, and that truly unlocked my potential.

Jeffrey H. Schwartz, Ph.D., Clinical Statistics

Pfizer Corporation

Participating in these leadership programs has been extremely valuable – to me personally, and in bringing highly effective collaborative consulting skills to other statisticians, clinicians and other scientists.

Mark Jussaume, Vice President | Office Director

Smith Group

Participating in the Leaders Circle played an important role in my personal and professional development. Working in a group setting among peer professionals invited insights, support and accountability. Bill is an effective coach and facilitator and he helped me step into my potential as a leader.

James C. Martin, CSSGB, Vice President, CIO

Shepley Bulfinch

Leaders Circle was a challenging and much needed experience early in my career. Having a cohort of other leader-learners was exceptionally valuable. The camaraderie we developed made the work rewarding as well as valuable. Bill is a great facilitator and mentor, adept at asking the right questions at the right time. His patience and his willingness to work with me one-on-one to master specific skills when needed was greatly appreciated. Much of the advice I find myself giving people these days while mentoring can be traced to things I learned in the Leaders Circle experience.

Patricia Gordon, Project Manager

Massachusetts General Hospital, Real Estate and Construction

To sum up my experience, I would say that “I learned how to be a better version of me.” Leaders Circle gave me confidence that I didn’t realize I had in me. The lessons and experiences I gained in it not only helped me professionally, but also personally.

Zachary Bergeron, Associate, Construction Economist

Vermeulens, Boston and The North East Region

I always looked forward to the group discussions as part of the Leaders Circle. Bill did a magical job of facilitating the topics of discussion. He would allow the group to share, develop their own theories and create opportunities for engagement. I walked away from our sessions with something tangible to implement in both my professional and, often times, personal life every single time. I’ve stayed in touch with a number of my ‘classmates’ from the Leaders Circle to polish up on what we learned as well as develop business.

Leaders Circle Program Fee, ROI, Outcomes Benefits

The Leaders Circle pays for itself many times over in the bottom-line performance and productivity gains participants achieve. One of the best investments your organization can make, the Leaders Circle provides excellent ROI, return on your training and development investment in:

- Improved performance of leadership tasks that contribute most to your organization's bottom-line financial performance
- Increased focus on goals, priorities, mission, vision
- Acquiring, reinforcing essential skills and leadership competencies
- Inflow of innovation, best practices and new approaches
- Benchmarking against industry standards
- Raising the bar understanding what's possible
- Developing new processes, methods and practices
- Increasing job satisfaction, retention and career development

Program Fees, Cost Comparison

Fee for the complete Leaders' Circle Challenge program is \$5,600. This includes twelve half-day seminars spread over a year, conference calls between meetings, one-on-one meetings, readings, 360 Survey results, analysis and action planning.

This level of fee compares very favorably with other leadership training. Typical five-day leadership seminars offered by the American Management Association, universities, and professional associations cost \$5,000 - \$8,000. Leaders Circle Challenge costs less, and delivers greater value than other leadership training.

Leaders Circle's small group, year-long structure ensures much more effective individual focus, relevance, skills mastery and lasting results than traditional one-time programs can possibly achieve.

Contact Us Directly to Explore Your Interests in More Detail or Register for the Next Leaders Circle Group

Leaders Circle is an unconventional leadership training program, you probably have questions about the program's relevance for your interests. Feel free to contact us directly to schedule a discussion.

Leaders Circle is an individualized learning experience. To register, there is no form for you to fill out.

Email William Ronco at wronco@gatheringpace.com or call him at Gathering Pace Consulting (617) 686-5005.