



RLF IS NEEDED NOW MORE THAN EVER ... TO PRODUCE TOP-QUALITY LEADERS BEST EQUIPPED FOR TODAY'S WORLD



**OPEN TO HIGH
POTENTIAL
INDIVIDUALS IN
ANY INDUSTRY!**

Enroll Your Top Talent In The 2023 TEXAS RLF

Held In Major Cities Throughout Texas

**PARTICIPANTS COME OUT
OF THE PROGRAM WITH
INCREASED:**

- Spheres of influence
- Self-awareness and self-confidence
- Ability to collaborate and to connect with others in genuine, inspiring ways
- Communication techniques and strategies
- Facilitation skills
- Understanding of business models and global partnership strategies
- Skills in working across boundaries

The 2023 Texas RLF isn't just a set of quick workshops, lectures or seminars. The program is:

- A rigorous, highly-experiential "learning lab" fostering long term leadership development via six 2-day in-person sessions interspersed with several virtual sessions unfolding over 8 months.
- The cross-fertilization of ideas, experiences and practices to help participants pull from within themselves and each other to blossom in an environment of deep learning.



LEARNING

Deep knowledge is continually cultivated through reading and discussing 25+ books to **analyze and absorb a broad spectrum of important leadership principles.**



EXPERIENTIAL

Participants are immersed in a rich, highly engaging team environment to practice, network and grow, **reaping the benefits of the experiences of everyone in the room.**



ADAPTABILITY

Over 8 months, RLF participants become more **adept at embracing and adapting to change, as a launching point to innovation, creativity and inspiration.**



DISCOVERY

RLF is about discovering one's self and a sense of mission — **to assess and adjust one's own performance and vulnerabilities to best lead other people and new situations.**

**THE TEXAS RLF
DELIVERS POWERFUL
LEADERSHIP
"DEVELOPMENT"
INSTEAD OF "TRAINING"**



TRAINING...	DEVELOPMENT...
<input type="checkbox"/> Blends to a norm	<input checked="" type="checkbox"/> Encourages reaching beyond the norm
<input type="checkbox"/> Focuses on technique/content/curriculum	<input checked="" type="checkbox"/> Focuses on self-awareness/self-development
<input type="checkbox"/> Inherently focuses on the present	<input checked="" type="checkbox"/> Inherently focuses on the future
<input type="checkbox"/> Adheres to standards	<input checked="" type="checkbox"/> Focuses on maximizing potential
<input type="checkbox"/> Emphasizes process transactions	<input checked="" type="checkbox"/> Emphasizes professional transformation
<input type="checkbox"/> Focuses on the role	<input checked="" type="checkbox"/> Focuses on the person
<input type="checkbox"/> Maintains status quo	<input checked="" type="checkbox"/> Catalyzes innovation and growth
<input type="checkbox"/> Encourages compliance	<input checked="" type="checkbox"/> Encourages distinctiveness
<input type="checkbox"/> Emphasizes lines of reporting	<input checked="" type="checkbox"/> Expands spheres of influence
<input type="checkbox"/> Focuses on the knowns	<input checked="" type="checkbox"/> Explores the unknowns
<input type="checkbox"/> Places people in a comfort zone	<input checked="" type="checkbox"/> Moves people beyond comfort zones
<input type="checkbox"/> Is finite	<input checked="" type="checkbox"/> Is infinite

Recent Sponsors Include:

- BCBS Texas
- CarMax
- CVS / Aetna
- Health Care Service Corporation (HCSC)
- Hilcorp
- Hilti
- Hines
- Mohawk Industries
- R3 Coaching
- REJIS Commission
- SIM Houston
- SIM National
- St. David's Foundation

THE SIX IN-PERSON 2023 MEETINGS WILL BE HELD IN MAJOR CITIES THROUGHOUT TEXAS

(Meeting facilities are being determined)



The RLF fee includes:

- All meetings, materials and activities throughout the eight-month Texas RLF program
- All breakfasts, lunches and refreshments during in-person meetings
- Individual national SIM membership for each graduate in the SIM Chapter of their choice during the 2024 calendar year

The RLF fee is \$8,850 for SIM members

or

\$9,350 for non-SIM members

An additional \$500 Early Registration

Discount is also available

If paid by January 23, 2023

VISIT OUR WEBSITE:

rifleadership.com/texas-rlf

Please contact:

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EXPERT FACILITATORS LEAD THE TEXAS RLF PROGRAM



The number of facilitators will depend upon the size of the 2023 class. Scheduled facilitators include:



Cliff Higbee ... Cliff is Director of Curriculum & Programs for RLF and a longtime RLF Facilitator. He is the former Director of the Management Information Center for the Church of Jesus Christ of Latter-Day Saints. He is a past Intermountain Chapter president, has served on the SIM Executive Board in several Vice President positions, and chaired the 1994 Annual Interchange Conference. Cliff has been a guest lecturer at Weber State University and The Salt Lake Community College. He has held an elected position on the Salt Lake City School Board and served on the Advisory Boards for Weber State University and Utah State University.



George Rios ... is a Senior Technology Advisor and an Executive Coach with over 30 years experience in working through top organizational challenges, dealing head-on with the impact of digital transformation, and fostering interpersonal relationships. He is the former CIO and Director of IT for the Texas Parks and Wildlife Department and has held various IT leadership positions in the private sector, including Fisher Controls International, MediaNet, and Computer Science Corporation (CSC). George is recognized as a technology leader in Texas, having served as the Texas Association of State Systems for Computing and Communications (TASSCC) president and a board member on other civic and professional advisory boards. In 2013, George was awarded the TASSCC President's Award for IT Excellence, and in 2018 was awarded the CIO of the Year by the Texas Public Sector CIO Academy. He is a graduate of Texas State University and attended both the LBJ School of Public Affairs' Governor's Executive Development Program and the Executive Leadership for Information Technology Excellence.

2023 TEXAS RLF CURRICULUM

Additional virtual meetings may take place between the following in-person sessions.

SESSION 1: March 23-24, 2023

"Knowing Self and Others"
Facilitating, listening, feedback
Leadership principles
Successful leadership behaviors
Getting to know each other
Improv workshop
Balancing priorities
Lessons from RLF alumni panel

SESSION 2: May 4-5, 2023

"Personal Capabilities"
Life mission & life lessons
Emotional intelligence
Trust
Building relationships
The power of vulnerability
MBTI preferences workshop
What's on your plate
Personal strengths

SESSION 3: June 1-2, 2023

"Confronting Challenges"
Being politically savvy
Influence skills
Balancing work, family and you
Coat of arms presentations
Teams and teamwork
Impact of heritage
Learning styles workshop
Business snapshots

SESSION 4: July 20-21, 2023

"Establishing My Legacy"
Innovative culture
A leader's legacy
Character and competence
Leadership: an art of possibility
Values workshop
Life planning tool

SESSION 5: Aug. 24-25, 2023

"Embracing Change"
Keeping your moral compass
Personal brand workshop
Executive presence
Managing up
Strengths assessments
Elevator speech

SESSION 6: Oct. 5-6, 2023

"Lifelong Learning"
Growing into possibilities
Creativity and flexibility
Compassion
Mastermind group presentations
Graduation ceremony & dinner
Continuing the learning experience



Cancellation Policy: If cancellation is necessary, notification must occur 30 days prior to program start.