The LGG Flagship Leader Development Program

WHY: There are **two critical reasons** your organization needs *LGG's Flagship Leader Development Program*

1. *"Leadership Lift"* - The **difference between** an organization that delivers **good performance**, versus one that delivers **great performance**, almost always **is the result of leadership**. When managers at all levels (not just the top), make deliberate choices to develop and practice leadership skills on a routine basis, the organization is "lifted" to higher levels of excellence. **This results in consistent goal attainment and exponential growth.**

2. *Your Talent has a Vote* - The saying "people don't quit their jobs....they quit their bosses" often holds true. Unfortunately, many leaders today haven't been exposed to formal leader development training, and the impact is that they are unintentionally creating uninspiring places of work that produce mediocre outcomes. **Talented people demand great leadership!** When it's not available to them, they move on elsewhere. **The bottom-line result of ineffective leadership is higher attrition rates, loss of key talent, and expensive recruiting costs.**

Many organizations already provide some training and development opportunities for their leaders, however sustainable long-term impact of these events is questionable. More often then not, leaders experience a short dose of motivation that dissipates quickly after the training. What's needed is a more holistic and systemic approach to individual leadership and team development. One that works from the inside out. One that blends highly reflective and experiential activities to increase insight. One that reinforces sustained learning over time, through 1-to-1 personal coaching. One that produces tangible results in leaders and the teams they lead! After 20+ years of personally leading teams, and then developing leaders in Fortune 500 companies, David Spungin created *LGG's Flagship Leader Development Program* to meet these needs specifically.

The LGG Flagship Leader Development Program

WHAT: A turn-key process for developing self-aware leaders who inspire engaged workplaces and achieve results

Module 1 - Leading Self
Focus: Increased self-awareness leading to better self-management
Topics: Values, leadership lens, mindset, emotional intelligence, credibility, personal accountability, resiliency, decision-making
Assessment: EQ-i 2.0
Supporting Text: Triggers by Marshall Goldsmith

Module 3 - Leading Teams
Focus: Creating a team culture that enables high-performance
Topics: Building trust, engaging in healthy debate, building shared commitments, team accountability, focus on results
Assesment: The Five Behaviors of a Cohesive Team
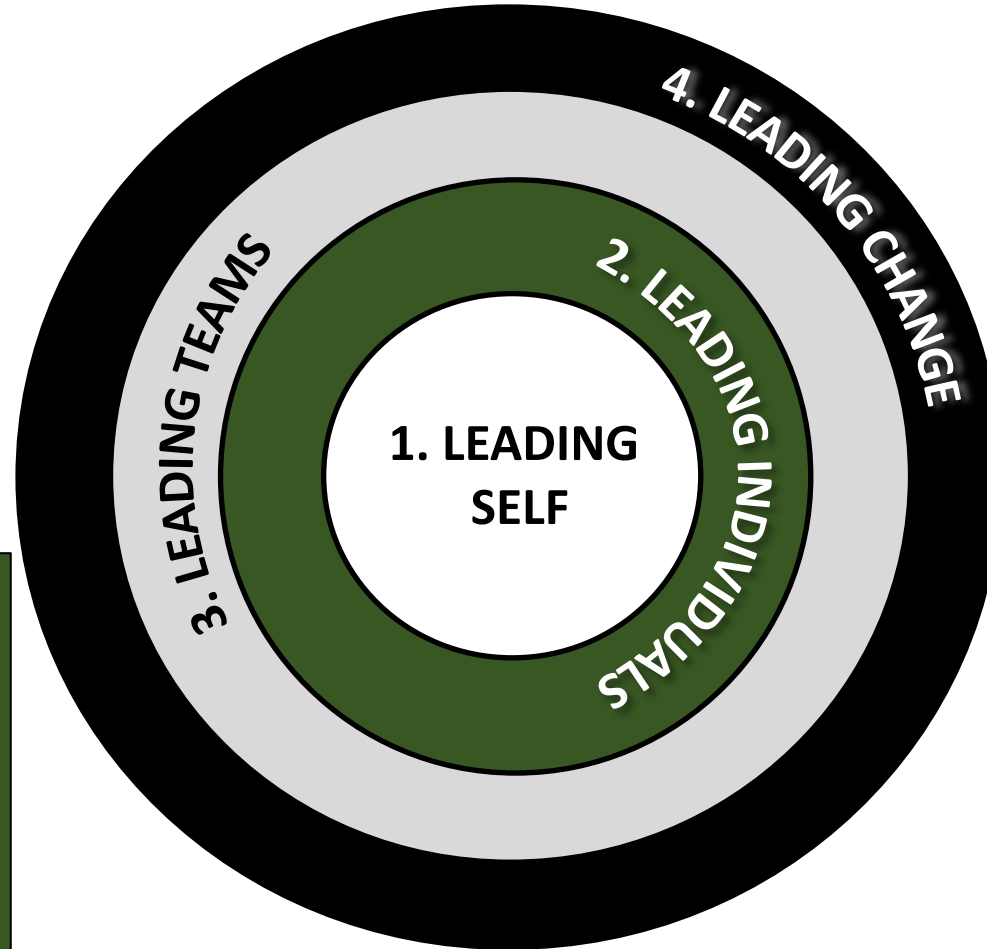*Supporting Text:* The Culture Code by Daniel Coyle

Module 2 - Leading Individuals
Focus: 1-1 relationships, personality differences and developing reports to their full potential
Topics: Innate preferences, managing conflict, verbal/non-verbal communication, delivering feedback, facilitative coaching
Assessment: DiSC® Workplace
Supporting Text: The Coaching Habit by Michael Bungay Stanier

Module 4 - Leading Change
Focus: Influencing across organizational boundaries and leading without authority
Topics: Influencing without authority, power and politics, networking and alliance building, energizing others, intervention strategies
Assessment: Stakeholder Map
Supporting Text: Switch: How to change when change is hard by Chip and Dan Heath

4. LEADING CHANGE

3. LEADING TEAMS

2. LEADING INDIVIDUALS

1. LEADING SELF

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Module 1 - Leading Self

WHAT: A 2-day workshop designed to help you "see yourself" more fully, so you can choose more effective action

Focus: Increased self-awareness leading to better self-management

Topics: Values, leadership lens, mindset, emotional intelligence, credibility, personal accountability, resiliency, decision-making

Assessment: EQ-i 2.0

Supporting Text: Triggers by Marshall Goldsmith

Effective leadership of others starts with being able to lead yourself first. Yet, leading yourself is often the most difficult person you'll lead in your career! The challenging journey to self-mastery is a life-long process. Being grounded and as clear as possible on your own values, beliefs, preferences, and innate ways of influencing others, especially in times of stress and pressure, is a vital first step to becoming an effective leader. This module is about giving you an opportunity to increase your self-awareness, thus improving your capacity for **choice over what attitudes, behaviors and leadership approach** will best serve you and others.

Specifically, the **Leading Self** module is designed to:

- Provide you with an opportunity to reflect on your personal "leadership lens" and how this largely unconscious "operating system" impacts every action you take as a leader

- Utilize the EQ-i 2.0 to help you identify your emotional intelligence strengths and challenges

- Introduce skills and behaviors that, when applied consistently, demonstrate managerial self-discipline and inspires follower support

- Give you space to self-assess your own capacity in these skills and identify areas for improvement

- Help you to create a self-directed action plan for continued development post workshop
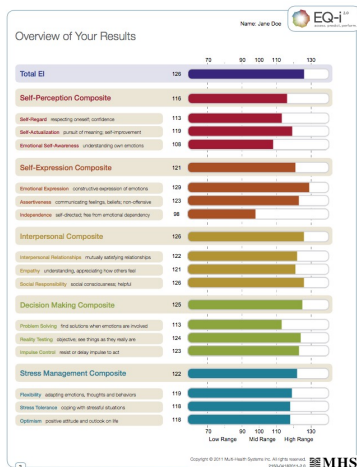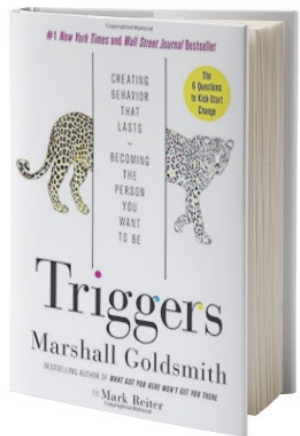
Module 2 - Leading Individuals

WHAT: A 2-day workshop designed to increase your leadership effectiveness in important 1-to-1 communications

Focus: 1-1 relationships, personality differences and developing reports to their full potential
Topics: Innate preferences, managing conflict, verbal/non-verbal communication, delivering feedback, facilitative coaching
*Assessment:* DiSC® Workplace
Supporting Text: The Coaching Habit by Michael Bungay Stanier

Throughout your career, you will rarely accomplish anything significant alone, leaders must work through others. Thus, your success is largely dependent on the quality of your personal relationships, and strong relationships are built through sound communication. The best leaders can adjust their communication style to meet the needs of others. They also can navigate difficult conversations like delivering critical feedback and outright conflict. Most importantly, they practice coaching conversations that help to unleash the potential in others.

Specifically, this **Leading Individuals** workshop is designed to:

- Utilize the DiSC® assessment to create an opportunity for reflection on your behavioral, temperament, and personality preferences

- Provide you with a comprehensive overview of the way other people think, act, and interact with your specific DiSC® style.

- Increase awareness of your non-verbal communication tendencies and how you can cultivate more leadership presence

- Give you frameworks and tools to support more masterful managerial specific communications to include: making effective requests, delivering feedback, and coaching conversations

- Help you to create a self-directed action plan for continued development post workshop
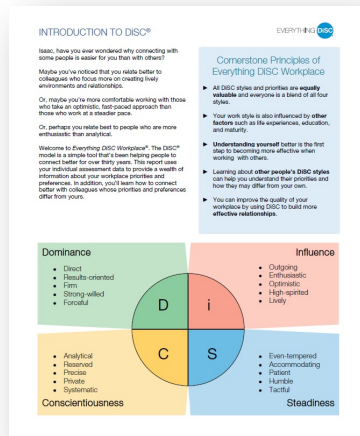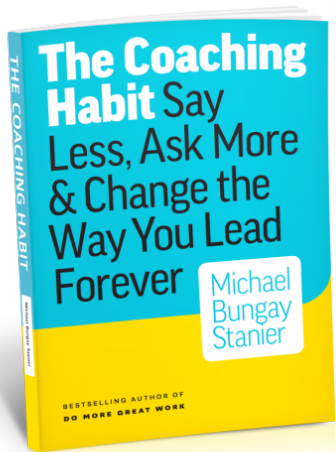
Module 3 - Leading Teams

WHAT: A 2-day workshop designed to help you build a culture that enables teamwork and high-performance

Focus: Creating a team culture that enables high-performance
Topics: Building trust, engaging in healthy debate, building shared commitments, team accountability, focus on results
*Assessment:* The Five Behaviors of a Cohesive Team®
Supporting Text: The Culture Code by Daniel Coyle

Teamwork is the single most untapped competitive advantage in most organizations! Unfortunately, many "teams" today are merely groups of interdependent people working together. They lack a mutually agreed upon common purpose and challenging goals related to that purpose. They don't engage in healthy debate and lack peer accountability towards for results. Most importantly, they lack a culture that promotes vulnerability with one another and creates trust. We all want to be a part of something bigger than ourselves...So, why don't most groups engage in these activities and create high-performing teams? First, it's hard work and requires us to get uncomfortable. This requires leadership to help the group deal with discomfort and take tangible steps towards becoming a team. Second, most leaders are untrained on how to do that well. This workshop eliminates the guesswork and provides a proven process for building a culture that enables effective teamwork.

Specifically, this **Leading Teams** workshop is designed to:

- Build comprehension of The 5 Behaviors of a Cohesive Team® framework through taking The 5 Behaviors of a Cohesive Team® assessment and assessing your individual/team results

- Create space for greater connection and practice engaging in vulnerability-based trust

- Enhance understanding of how teams engage in conflict to gain shared commitment

- Explore how the best teams hold one another accountable to achieving results

- Help you as a leader in developing a plan for applying these concepts in your own team culture

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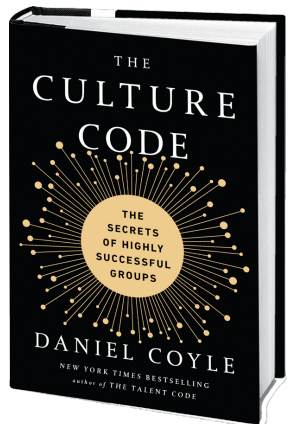
Module 4 - Leading Change

WHAT: A 2-day workshop designed to build social-awareness and group intervention skills that increase influence

Focus: Influencing across organizational boundaries and leading without authority
Topics: Influencing without authority, power and politics, networking and alliance building, energizing others, intervention strategies
*Assessment:* Stakeholder Map
Supporting Text: Switch: How to change when change is hard by Chip and Dan Heath

The most difficult leadership task one can undertake is implementing change in an organization. Change leadership often requires influencing across organizational boundaries or moving a group towards a purpose when we have little or no formal authority. Success in these situations requires a leader to exhibit a complex set of skills. It begins at the "tactical" level; with understanding your personal and organizational power sources, building your network, and mastering different influence techniques. Then, effectively implementing change requires more "strategic" level skillsets to include; communicating vision with compelling logic, motivating action by tapping into emotions, and purposefully shaping the environment to deliver success.
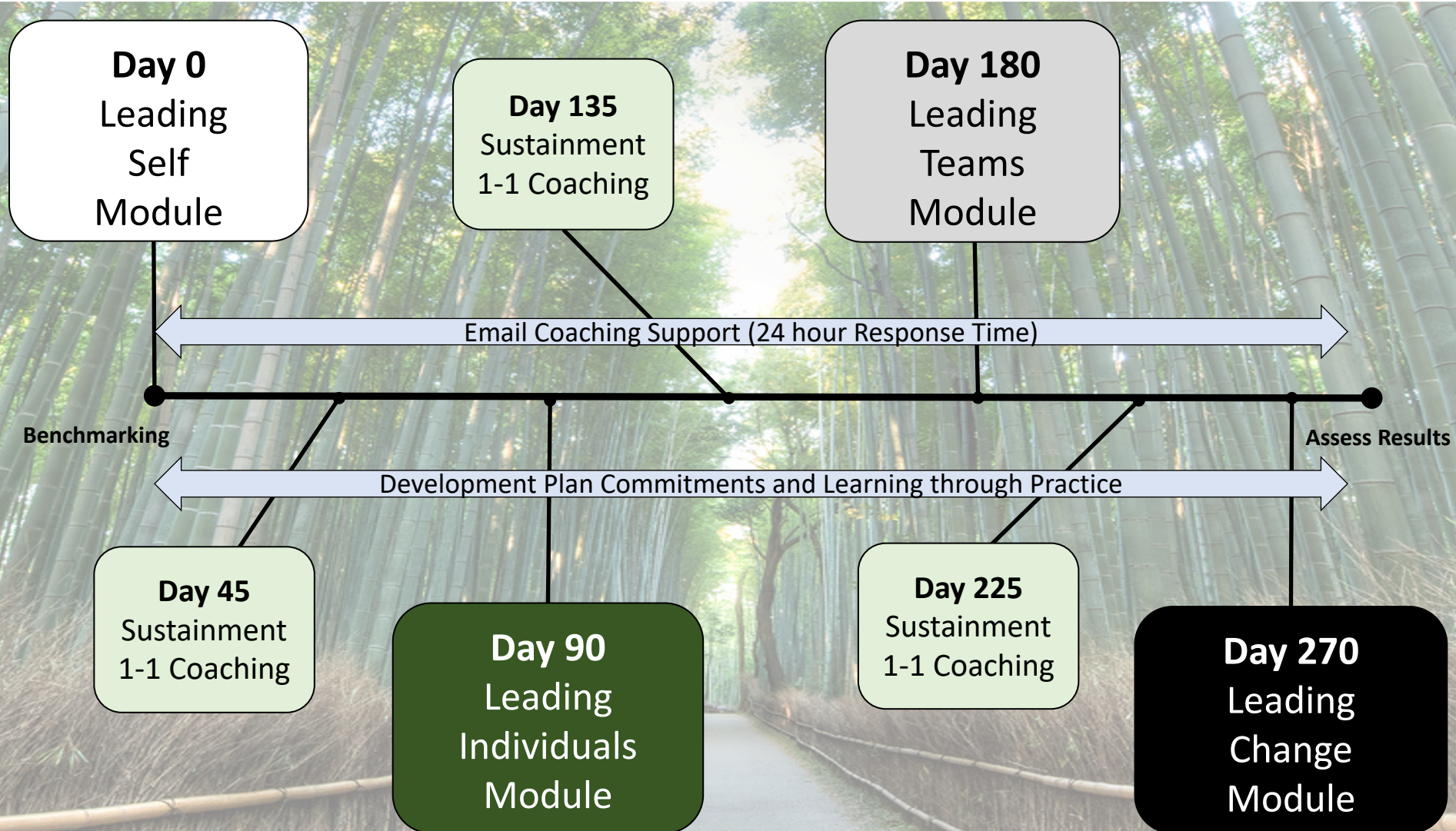
Specifically, this *Leading Change* module is designed to:

- Introduce you to Terry Bacon's Elements of Influence and allow you to self-assess your Personal and Organizational Power Sources

- Build awareness around your professional network through creating your own stakeholder map

- Create skill in various influencing techniques and apply them to an immediate influence challenge

- Explore Chip and Dan Heath's Switch: How to change things when change is hard framework and apply the lessons learned to a relevant change challenge in your organization
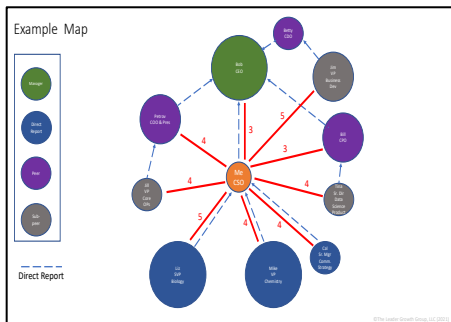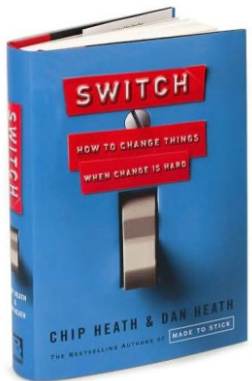
The LGG Flagship Leader Development Program

WHERE AND HOW: Four live workshops delivered quarterly at your location, supported by personal 1-to-1 coaching

Day 0
Leading
Self
Module

Day 135
Sustainment
1-1 Coaching

Day 180
Leading
Teams
Module

Email Coaching Support (24 hour Response Time)

Benchmarking

Assess Results

Development Plan Commitments and Learning through Practice

Day 45
Sustainment
1-1 Coaching

Day 90
Leading
Individuals
Module

Day 225
Sustainment
1-1 Coaching

Day 270
Leading
Change
Module

The LGG Flagship Leader Development Program

WHO: David Spungin, MSOD, ACC delivers the training program and coaches each team member personally

David is a Corporate Trainer and Executive Coach focused on transforming managers into high-performing leaders. He holds a degree in Leadership Development from the United States Military Academy at West Point, a Master of Science in Organization Development from American University/The National Training Laboratories for Applied Behavioral Science (NTL) and has completed advanced leadership studies at Harvard University. A U.S. Army combat veteran with corporate leadership experience, he founded The Leader Growth Group in 2014 to develop self-aware leaders who inspire engaged workplaces. He now consults to primarily Fortune 500 companies and has trained 5000+ leaders in companies to include Google, Schlumberger, Accenture, Harris, Arthur Gallagher, Johns Manville, Hogan Lovells, and Facebook.

As a trainer, David is recognized for his ability to quickly assess an organization's needs, develop creative learning designs, and facilitate highly engaging training events. He's known for his skill in relating with a wide variety of personalities and cultures. David can successfully deliver training to an oil and gas services executive team in Alaska one day, and front-line Millennial leaders in Silicon Valley the next. Regardless of the uniqueness of an organization or audience, David adapts and connects.

David's approach to adult development is one where he continuously strives to push clients beyond their comfort zone while also providing a supportive and trusting environment for risk-taking and growth to occur. Stylistically, he seeks to strike a balance between theory and playfulness that makes adult learning both fun and productive. David specializes in helping leaders to develop their executive presence, create highly trusting and accountable teams, and a develop a servant's approach to leadership that inspires results.

Contact David to learn more: dspungin@leadergrowthgroup.com or visit www.leadergrowthgroup.com