

LEADERSHIP EXCELLENCE



My biggest concern with stepping into management was feeling that I didn't have a toolbox. The program provided the toolbox as well as the time to commit to understanding myself and my relationship with that toolbox.

Some leadership programs develop skills in leaders. Our leadership development program develops leaders with skills! This unique program is for first level leaders who desire to develop themselves as leaders with the critical skills necessary to be successful.

The 7-module program is delivered in 10 days over 7 months. 16 participants have the opportunity to practice new skills introduced in each module using situations from their 'desks'. The concepts, models and skills are interconnected and build on each other. Every module starts with check-ins; based on the preceding module, each participant shares what s/he practiced in the intervening month and most importantly, what insights they gained about themselves as they practiced new behaviors.

7 MODULES IN 7 MONTHS

- Getting Acquainted and Developing Ourselves as Leaders
- Coaching
- Productive Conversations: Raising Difficult Issues While Maintaining the Relationship
- Maximizing Team Effectiveness
- Leadership vs. Management and Decision-Making Styles
- Leverage Your Leadership for Enhanced Strategic Impact
- Leading Change in the VUCA World and Concluding the Program

PAIRED WITH A SENIOR LEADER

Each participant will be paired with a Senior Leader in their organization outside their reporting line for mentoring between each module to support self-reflection, skill integration and application.

PROGRAM UNDERPINNINGS

Embedded in the program are our assumptions about what makes a great leader in today's instantaneous, highly inter-connected, non-linear, and boundaryless world:

- Leadership is a journey in self-awareness.
- Leadership is an active mind/ body/emotional experience.
- Those who create commit.
- Leadership is about situational awareness and being adept with multi-generational staffs and diversity in its fullest expression.
- Leadership is about how you behave as opposed to the position you hold.

Leadership Excellence provides an opportunity to focus intensely over seven months on developing the self-awareness, insight, skills and practice to become the leader you wish to be.

For additional information about Leading with Excellence please contact:

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This is by far the most useful and impactful leadership training I've ever taken in 7 years as a manager.

I have felt more confident in dealing with difficult situations. I had new 'tools' to use to gather information and request understanding during conversations.

I have more motivation and confidence to lead my team. I understand more about my style of decision-making and how to incorporate team input, and be ok with going another direction.

I believe I am more confident in my responsibilities and my approaches due to the time, practice, and interactions from this course.

I appreciated the personal relationships, the need to step outside of our comfort zone, and the frank, open and inclusive environment.

I appreciated the time to fully explore the materials and not just participate in another online/one-time meeting.

After 6 years of management, this program came at a great time for me because I'd struggled with many of the topics and would immediately see the value and applicability of each module.

The fact that the program spanned 7 months was a key to its value. The breadth and depth of the information was such that I had time to digest and use the information in my daily work.

I'm more engaged, passionate, vulnerable, "human". The whole experience has been disruptive and transformational to how I approach my work (& life)!

The progression through introspection, exercises, and models that allowed the group to bond was valuable.

I have learned more about myself than I ever imagined. And, I learned details about other leadership styles that will complement and enhance my approach.

TESTIMONIALS

"GREAT PROGRAM!
HAS HAD A HUGE
IMPACT ON ME."