

Purpose: To better understand yourself as a leader, including both your strengths and your areas for development.

Day One:

Day Two:

<i>Morning</i>	Introduction <ul style="list-style-type: none"> - Introduction to learning through experience – theory, practice, reflection, application to workplace - Participant objectives 	<i>Morning</i>	Leadership – What is Called For? <ul style="list-style-type: none"> - What does it take for you to create results? - What does it take for you to lead in different situations? - What is your contribution as a leader?
	Leadership Assumptions <ul style="list-style-type: none"> - What is leadership? - Your perceptions about leadership - Leadership as a “way of being” 		Leadership in Action: Alignment <ul style="list-style-type: none"> - Experiential activity and debrief to identify what it takes to create alignment within your team or organization -
	Who am I as a Leader? <ul style="list-style-type: none"> - Your strengths, values, and interests - Personal Leadership Inventory - Areas for development 	<i>Afternoon</i>	Leadership Initiatives <ul style="list-style-type: none"> - Work in small groups to develop strategies that address your current leadership challenges at work - Group discussion
<i>Afternoon</i>	Leadership in Action – Learning through Experience <ul style="list-style-type: none"> - Experiential challenges (indoors and outdoors) and debrief sessions - Feedback and observations 		Feedback <ul style="list-style-type: none"> - Learn model for giving and receiving feedback - Small group feedback session
	Reflection and Observation <ul style="list-style-type: none"> - Key insights from the day, connecting to the workplace 		Action Planning <ul style="list-style-type: none"> - Next steps – application to specific challenges in the workplace

Purpose: To develop your capacity to create, lead, and sustain high performance teams.

Day One:

Day Two:

<i>Morning</i>	Introduction <ul style="list-style-type: none"> - Introduction to learning through experience – participate in and discuss the experience of creating a high performance team 	<i>Morning</i>	Stages of Team Development <ul style="list-style-type: none"> - Examine stages of team development - Team Development Inventory
	Systems and Structures of High Performance Teams <ul style="list-style-type: none"> - Team norms - Qualities of “Hot” Teams - High Performance Team Inventory 		Conflict in Teams <ul style="list-style-type: none"> - Explore personal response to conflict - Strategies for dealing with conflict in teams
	-	<i>Afternoon</i>	The Reality of What Makes Teams Work <ul style="list-style-type: none"> - When to use teams and when not - What motivates individuals in a team - What gets in the way of creating “hot” teams
<i>Afternoon</i>	Teams in Action – Experiential Challenges <ul style="list-style-type: none"> - Experiential challenges and debrief Feedback and observations for team members		Your Development as a Team Member and Leader <ul style="list-style-type: none"> - Strengths and areas for development
			Action Planning <ul style="list-style-type: none"> - Next steps – application to specific challenges in the workplace

Coaching for Results

Purpose: To develop your capacity to coach in a way that creates results.

Day One:

Day Two:

<i>Morning</i>	Introduction <ul style="list-style-type: none"> - Introduction to learning through experience – theory, practice, reflection, application to workplace - Participant objectives 	<i>Morning</i>	Coaching in Action: Bringing it to Reality <ul style="list-style-type: none"> - What does it take - Recognize openings - Metrics for coaches – how to know if your coaching is effective
	What is Coaching? <ul style="list-style-type: none"> - Coaching – discussion of key qualities - Definition of coaching - Keys to coaching relationship 		Coaching Session: Round Two <ul style="list-style-type: none"> - “Real Life” coaching in small groups - Feedback and observation
<i>Afternoon</i>	Communication for Coaching <ul style="list-style-type: none"> - Personal Inventory - Essentials of communication - Contracting for coaching - Coaching process 	<i>Afternoon</i>	Understanding Yourself as a Coach <ul style="list-style-type: none"> - Strengths and areas for development as a coach - Feedback model and practice - What I know about me and coaching - What gets in the way of my coaching? - Why bother – what’s the value?
	Coaching Session: Round One <ul style="list-style-type: none"> - “Real Life” coaching in small groups - Feedback and observation 		Action Planning <ul style="list-style-type: none"> - Next steps – application to specific challenges in the workplace
	Review and Reflection <ul style="list-style-type: none"> - Key insights from the day, connecting to the workplace 		



Leading People through Change

Purpose: To develop your capacity to lead people through change in a way that builds commitment.

Day One:

Day Two:

<i>Morning</i>	Introduction <ul style="list-style-type: none"> - Introduction to learning through experience – theory, practice, reflection, application to workplace - Participant objectives 	<i>Morning</i>	Change Initiatives <ul style="list-style-type: none"> - Work in small groups to develop a strategy for a “real life” change initiative in your organization - Present change strategies - Feedback and observations
	Response to Change <ul style="list-style-type: none"> - Change: Setting the context - Personal responses to change - Understand stages of changes and implications in the workplace - Personal Change Inventory 		
	Change in Action <ul style="list-style-type: none"> - An experiential activity and debrief session designed to explore personal and organizational response to change 	<i>Afternoon</i>	Develop Yourself to Lead Change <ul style="list-style-type: none"> - What will it take from you? - Understand your strengths and areas for development - Support structures
<i>Afternoon</i>	Leading People through Change <ul style="list-style-type: none"> - Building commitment - Identify best practices – what works 		Action Planning <ul style="list-style-type: none"> - Next steps – application to specific challenges in the workplace
	Review and Reflection <ul style="list-style-type: none"> - Key insights from the day, connecting to the workplace 		