



## CHANGE-CAPABLE LEADERS AND ORGANIZATIONS

**Purpose:**

To provide senior and middle managers a challenging developmental experience that will:

- Enable them to understand and enhance their potential and skills as leaders
- Enable them to develop greater agility and change capacity in their organization

### AGENDA

	<b>DAY ONE</b> <b>Enhancing Leadership Potential</b>	<b>DAY TWO</b> <b>Developing an Agile Organization</b>
<b>AM</b>	<ul style="list-style-type: none"> <li>• Welcome, Introductions, Agenda</li> <li>• Cultivating Your Leadership Potential</li> <li>• Five Practices of Exemplary Leadership: LPI Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• The Leader’s New Mandate: Building Leadership Capacity</li> <li>• Theory E vs. Theory O Approaches to Organizational Development</li> </ul>
	<b>LUNCH</b>	<b>LUNCH</b>
<b>PM</b>	<ul style="list-style-type: none"> <li>• Identifying Your Leadership Style: Big Five Personality Test</li> <li>• Experiential Leadership Exercise</li> <li>• Designing Your Personal Development Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Building Organizational Capacity for Change</li> <li>• Preparing for Change: Experiential Exercise</li> <li>• Designing Your Organizational Development Plan</li> </ul>

**Options:**

- Use alternate Leadership Style assessment, e.g.,
  - Hogan Personality Indicator
  - Hogan Development Survey
- Use alternate leadership competency model in place of Leadership Practices Inventory, e.g.,
  - Custom-developed organization-specific Leadership Success Profile

**Class Size:**

- Groups of 12 – 16 participants, from the same organization, all working on a common problem or challenge

**Program Fee:**

- Off-the-shelf 2-day program, as designed - \$10,000
- Customized workshops available; please contact us for an estimate