



**LEADERSHIP DEVELOPMENT PROGRAM**

**Purpose:**

To provide middle managers a challenging developmental experience that will:

- Create a common understanding of the organization’s purpose, culture, and values, and how these affect key challenges and priorities
- Prepare middle managers to meet key leadership challenges and opportunities facing the organization

**Goals:**

- Provide middle managers with a broad understanding of the business challenges they face, the organization’s direction, the values and beliefs which make the company unique, and implications for leaders/managers.
- Provide a forum for middle managers to receive developmental feedback and to explore and enhance their capabilities as leaders.
- Develop middle managers' ability to build and lead high-performance teams.

**AGENDA**

	<b>DAY ONE</b>	<b>DAY TWO</b>
<b>AM</b>	<ul style="list-style-type: none"> <li>• <b>Introduction/Orientation</b></li> <li>• <b>The Leadership Challenge</b> <ul style="list-style-type: none"> <li>○ Executive Speaker</li> <li>○ Values and Culture</li> <li>○ Management vs. Leadership</li> <li>○ Role of a Leader</li> </ul> </li> <li>• <b>Leadership Development</b> <ul style="list-style-type: none"> <li>○ Flight of the Phoenix (film)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Goal Setting</b> <ul style="list-style-type: none"> <li>○ Identify Development Goals</li> </ul> </li> <li>• <b>Situational Leadership</b> <ul style="list-style-type: none"> <li>○ Model</li> <li>○ Video Case Study</li> <li>○ Application</li> </ul> </li> </ul>
	<b>LUNCH</b>	<b>LUNCH</b>
<b>PM</b>	<ul style="list-style-type: none"> <li>• <b>Film Debrief</b> <ul style="list-style-type: none"> <li>○ In terms of Leadership Success Profile and Values</li> </ul> </li> <li>• <b>Developmental Feedback</b> <ul style="list-style-type: none"> <li>○ Leadership Practices Inventory</li> <li>○ Introduce 360 Feedback/Tool</li> <li>○ Distribute Feedback</li> <li>○ Individual Review</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Effective Teamwork</b> <ul style="list-style-type: none"> <li>○ Understanding Teams and Teamwork</li> <li>○ Stages of Team Development</li> <li>○ Success Characteristics</li> <li>○ Application to Work</li> </ul> </li> <li>• <b>Case Studies</b> <ul style="list-style-type: none"> <li>○ Assignments</li> <li>○ Small Group Discussions</li> <li>○ Small Group Presentations</li> <li>○ Discussion/Feedback</li> </ul> </li> <li>• <b>Development Planning</b></li> <li>• <b>Wrap Up/Closure</b></li> </ul>
	<b>DINNER</b>	

**Options:**

- "Leadership and Teamwork Laboratory" – outdoor, experiential learning (1/2 – 1 full day)

**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