



## THE LEADERSHIP CHALLENGE

**Purpose:**

To provide senior managers a challenging developmental experience that will:

- Communicate critical information about the organization’s vision and purpose, culture, business environment, key challenges and priorities
- Prepare senior managers to meet key leadership challenges and opportunities facing the organization

**Goals:**

- Provide senior managers with a broad understanding of the internal and external challenges they face, the organization’s direction, the values and beliefs that make the organization unique, and implications for leaders.
- Provide a forum for senior managers to creatively explore and enhance their leadership capabilities.
- Develop senior managers' ability to build and lead high-performance teams.
- Provide an opportunity to receive developmental feedback to enhance leadership effectiveness.

### AGENDA

	DAY ONE	DAY TWO
<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>○ Role of a Leader</li> </ul> </li> <li>• <b>Leadership Development</b> <ul style="list-style-type: none"> <li>○ Bridge On the River Kwai (film)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Developmental Feedback</b> <ul style="list-style-type: none"> <li>○ Leadership Practices Inventory</li> <li>○ Introduction to 360 Feedback/Tool</li> <li>○ Distribute Feedback</li> <li>○ Individual Review</li> </ul> </li> <li>• <b>Building a High Performance Team</b> <ul style="list-style-type: none"> <li>○ Elements of Teamwork</li> <li>○ Team Leadership</li> <li>○ Assessment of Team Effectiveness</li> <li>○ Experiential Exercise</li> <li>○ Case Study</li> <li>○ Application to Work</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>Exemplary Leadership Practices</b> <ul style="list-style-type: none"> <li>○ Review and discuss model</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <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