

AGENDA

DAY ONE

- 8:30 am* Introduction
Organizations and the Challenge of Leadership
- 10:00 am Morning Break
The Leadership Essentials Inventory (LEI)
Authenticity
- 12:00 pm Lunch
- 1:00 pm Authenticity (continued):
- Integrity
 - Passions
 - Connections
- 3:00 pm Afternoon Break
Coaching:
- Discovery
 - Creation
 - Commitment
- 5:00 pm End of Day One

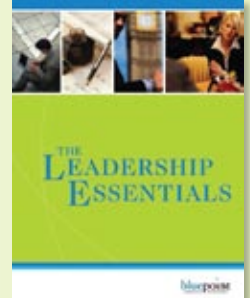
DAY TWO

- 8:30 am The Leadership Essay
Innovation
- 10:00 am Morning Break
Innovation (continued):
- Virtuosity
 - Creative Tension
 - Serious Play
- 12:00 pm Lunch
- 1:00 pm Team Project (continued):
Alignment: Future
- 3:00 pm Afternoon Break
Alignment (continued):
- Personal
 - Story (Final Presentations)
- 5:00 pm Workshop Ends

*Actual start and end times are adjusted to client need.

OVERVIEW

Fast paced and highly experiential, *The Leadership Essentials Workshop* is uniquely designed to equip managers with the practices and competencies necessary to lead successfully at the personal, interpersonal, team and organizational levels. It provides a strong developmental foundation for both new and seasoned leaders. The experience will equip the participants to answer the following questions:



1. Have I really earned the right to lead others? How do I build a powerful personal leadership brand and create the credibility necessary to lead in these demanding times?
2. How do I influence others to perform at their best? How do I create a culture of sustained high performance?
3. How do I lead my team to produce innovative results?
4. How can I extend my influence throughout the organization creating exceptional focus and alignment of efforts?

THE MODEL:

Over the course of four distinct modules, participants are guided through a series of thought-provoking lecturettes, exercises, video case studies, personal coaching sessions, action research



projects and practicums. The modules that form the basis of the workshop are:

AUTHENTICITY: Leadership development starts with self-development and in this module participants will closely examine how they show up as leaders, and how they can develop a powerful personal leadership brand. The Leadership Essentials Inventory (LEI), a 360-degree assessment, provides critical feedback, enabling a focus on self-awareness, leadership maturity, values and personal leadership qualities.

COACHING: This module takes the best practices and approaches of professional coaches and introduces these in a leadership context. It focuses on building strong, one-on-one relationships, helping participants to develop the capability of coaching for high performance throughout the workplace.



LEADERSHIP ESSENTIALS

INNOVATION: This module equips leaders with the skills to bring a team together, harness the power of human creativity, and generate innovative solutions to real business issues.

ALIGNMENT: In this module participants will study various leadership methodologies of creating alignment. They will focus on creating extraordinary alignment through the use of a potent leadership communications process. This module is rich with practice work on real business issues.

BENEFITS

Participants will be better able to:

- Apply a solid, research-based model for effective leadership.
- Recognize and develop their leadership role within the organization.
- Enhance their personal leadership presence and authenticity.
- Learn to coach others for high performance.
- Increase employee engagement levels.
- Lift the performance of teams by creating a fertile environment for innovation.
- Develop improved organizational commitment and alignment.
- Leave with specific "Monday morning promises" that will ensure implementation of new behavior and an operational plan.

Organizational benefits include:

- Better bottom line results.
- Improved talent retention and loyalty.
- Increased employee engagement levels.
- Higher morale, and improved trust and respect throughout the organization.
- Employees feel valued, understand their role and how they contribute to the big picture.
- A more fertile environment for innovation and highly productive teams.
- Improved commitment and alignment.

AUDIENCE:

For leaders at all levels - from new to seasoned.

DURATION:

The standard workshop is designed as a two-day workshop. One-day and half-day sessions are available.

DELIVERY TYPE:

Classroom or Conference

"It has been a great pleasure working with everyone at Bluepoint and we are enjoying huge success with the Leadership Essentials Series."

- Laura E. Slump
Senior Learning & Development
Specialist Human Resources
New York & Co.

"Bluepoint programs are extremely well-structured and well-facilitated. The content is top notch and always offers a fresh, engaging perspective.

Bluepoint programs consistently are given high scores from our participants and people tell me they have always learned a great deal which they can take back to their workplaces.

Bluepoint staff are always professional and really try to meet the organization and its employees where they are at I would highly recommend them to any organization that wants to create a culture of coaching or support their high-potential staff."

- Gayle Snyder
Senior Consultant, Talent Management
and Organizational Development
Calgary Health Region



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