

LEADERSHIP IMPACT

Intensive Program | Syllabus

Leadership Impact is a 6-month intensive experience that will awaken and intensify your newfound leadership awareness that you gained in *Leadership Foundations*. When combined with the massive actions you took in *Leadership Drive* you are well on your way as you shape and expand the impact your leadership skills have to support and advance the team. Completion of prerequisite programs is mandatory before enrolling in *Leadership Impact*.

The transparent feedback gained through the '180 Leadership Impact Assessment' process and the radical implementation experienced through this program will serve you and your team. In addition, you will contribute even more as a key influencer on the company culture and masterfully steer the team closer to achieving your company's vision.

After completing the two prerequisite series, *Leadership Foundations* and *Leadership Drive*, the *Impact* program begins with a full 2-day training session at your location (or an offsite location) where we will review the 8 foundations and overlay your company vision and values. We will initiate the 180 Leadership Impact assessment process utilizing constructive feedback from the team around you. The changes in behavior and practice initiated by the Drive program will be reviewed for effectiveness, and tools will be learned to maximize the positive impact of your leadership, with emphasis on team culture and performance.

In-between the training sessions, you will take radically responsibility for the feedback you receive, and apply the tools that best adjust your leadership impact. In addition to the field training, a customized and confidential series of accountability and coaching sessions will be conducted. Real evidence and case studies will be examined, as provided by you or witnessed by the instructor.

We collectively return for a 1-day debrief training session to learn even more about your new approaches, your failures, your successes, as well as debrief and share knowledge with your fellow leaders.

Learning Outcomes. Upon Completion of the 6-month *Leadership Impact* series, Leaders will be able to:

- a) Transfer inspiration from the leader to the team and positively impact performance metrics
- b) Apply new thought patterns, control emotions, and align behaviours to optimize results
- c) Receive critical feedback, remove the judgement, and choose new reactions to maximize your impact
- d) Be a role model in upholding company culture and values
- e) Inspire teammates *beyond* your own department to perform at their highest levels
- f) Gain emotional intelligence and energy management to build relationships and enrich lives

Participants will gain knowledge in the following areas:

- a) The power held within leadership positions
- b) Energy management
- c) Reacting under pressure
- d) How to take 'radical responsibility'
- e) Reducing blame and leveraging creativity
- f) Establishing a longer-term vision to handle short term adverse situations
- g) Awareness of how your actions, words, behaviours and decisions make people feel

The class training will further explore:

- a) The awareness of the power Leadership holds
- b) Strategies to harness the power and create buy-in built on trust and inspiration.
- c) How to respond to adverse feedback and applying new strategies to lead and perform.
- d) How to win in relationships with team mates through constructive communication and action.

Course Modules:

Note: The prerequisite(s) for **Leadership Impact** is the successful completion of *Leadership Foundations* and *Leadership Drive*.

- 1. 2-day workshop (16 hours: facilitated classroom training, face-to-face)**
 - Debrief *Leadership Foundations* and *Leadership Drive*.
 - Establish the '180 Leadership Impact Assessment' incl. purpose, process and benefits.
 - Interactive discussion and training on key behaviours and strategies to respond to critical feedback.

- 2. 1:1 Coaching | Collaboration every 2 weeks (10 hours with a combination of on-site face to face training and conference calls)**
 - Intense 180 Leadership Impact Assessment process delivered in-person.
 - After facing authentic and unfiltered feedback, creation of new strategies and tactics to modify and enhance your leadership effectiveness
 - Extreme ownership of the 360 feedback received, and accountability techniques to support the evolution of the leadership skills

- 3. 1-day debrief (8 hours: facilitated classroom training, face-to-face)**
 - Additional training on tools, techniques, and supporting learning resources
 - Debriefing of the lessons learned and proof of the application and execution of each leadership decision, new choices and behaviours.
 - Shared personal accountability and team testimonials.

Assessment Methods. Participants will be assessed in multiple ways.

- 1) Team assessment through 1:1 interviews. A written development plan outlining their leadership development plan as well as completion of the Leadership Impact 180 assessment
- 2) Transparent sharing of the impact assessment with applicable parties as well as approved consent to the development plan.
- 3) Impact Progress Report. Behavioural and leadership metrics quantifying the progress of the individual participant as assessed by the Executive and appropriate team members.

Total Training Duration/Length

- 6 months of training (24 hours of in-class training and 10 hours of reinforcement consultation)

Total Training Hours

- 34 hours of total training (24 face-to-face, 10 a combination of face-to-face and tele-presence)

Total Cost of Program

- \$7500.00 + GST per participant

Course Capacity

- 12 Leaders + Executive Sponsor per cohort (max.)

Delivery Method

- Classroom (70%) + Tele-conference (30%)
- Client may choose up to 100% in-class facilitation