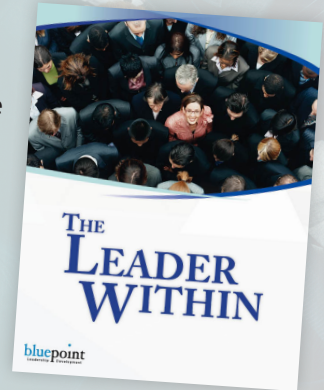


THE LEADER WITHIN

OVERVIEW

An intense training experience designed to provide a solid foundation for those seeking to significantly accelerate their development as leaders. Rather than simply studying the practices and approaches of successful leaders, this workshop takes participants on a deeper journey into their inner world where they will learn to tap the enormous power of their emotions and moods. Through the course of the day, they will discover how Leadership Emotional Intelligence is the primary determinant of a leader's ability to effectively influence others. They will learn to recognize their own emotions in a wide variety of interpersonal circumstances, respond to these emotions in ways that enhance their leadership, become aware of the emotions of others, and be a positive, energizing force within their organization.



LOOKING BACK

The workshop opens with an engaging exercise wherein participants are afforded the opportunity to craft creative, visual representations of their personal leadership stories focusing on the major lessons they have learned so far in their careers and lives. These stories and associated lessons become integral parts of the workshop as participants are challenged to use the day to prepare for the next chapter of their leadership stories.

LOOKING WITHIN

Participants then learn that they can readily increase their leadership emotional intelligence and that this process is best guided by objective self-assessment and feedback from others. To accomplish this, each participant will be provided with anonymous, confidential feedback in the form of The Leadership Emotional Intelligence Assessment (LEQ/360). The LEQ/360 reports on how participants are viewed in the following four dimensions:

1. **Personal Awareness:** Awareness of *emotions* as they occur, understanding of unique personal *traits*, and knowledge of events that *trigger* significant emotional reactions.
2. **Self Mastery:** *Controlling* inevitable impulses, *adapting* positively to changing circumstances and exhibiting *resilience* when facing adversity.
3. **Leadership Connections:** Understanding and *empathizing* with others, being *transparent* in interpersonal interactions, and being of *service* to others while in a leadership role.
4. **Influencing Others:** Generating contagious *optimism* about the organization's future, conveying a strong sense of *confidence* in self and others, and being a source of *inspiration* for the organization

Through a series of experiential exercises, lecturettes and group discussions, participants will explore ways to improve their ability to positively impact others at the personal, interpersonal, team and organizational levels.

LOOKING AHEAD

Each participant will leave with a 12-week *Leadership Action Plan* consisting of clear commitments to incorporate their workshop learning immediately into their day-to-day activities.

While very useful and practical for managers at all levels, **The Leader Within** Workshop will be of particular interest to those whose leadership responsibilities and scope will increase considerably in the next few years. The personal knowledge gained as well as the hands-on experimentation with advanced interpersonal approaches provides the participants with a rock-solid base for all other developmental initiatives. Simply put: participants will know themselves better, manage

TWO-DAY AGENDA

Day One

8:30am*	The Rewards of Organization Leadership
	My Leadership Story...so far
10:30am	BREAK
	The Practices of Extraordinary Leaders
	The Emotionally Powerful Leader
	The Leadership Emotional Intelligence Assessment (LEQ/360)
12:00pm	LUNCH
1:00pm	Personal Awareness
	Self Mastery
2:30pm	BREAK
	Leadership Connections
	Learnings of the Day
5:00pm*	WORKSHOP ENDS
	Overnight Assignments: 1. <i>My Leadership Legacy</i> 2. <i>Influencing Others</i>

Day Two

8:30am	Influencing Others
10:00am	BREAK
	Crafting a Powerful Leadership Brand
12:00pm	LUNCH
1:00pm	Earning the Right to Lead: <i>A Simulation</i>
2:30pm	BREAK
	Earning the Right to Lead: <i>A Simulation (cont'd)</i>
	Reflections, Plans and Commitments
5:00pm	WORKSHOP ENDS

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

themselves better, connect with others better and influence others better as a result of this workshop. For most, it will be one of the most pivotal learning experiences in their leadership careers.

BENEFITS

Participants will be better able to:

- gain a clear and in-depth assessment of the current state of their leadership,
- learn how to tap the power of emotions, both their own and those of others, to significantly increase their personal leadership effectiveness,
- create a meaningful development plan based on their natural strengths and personal leadership aspirations,
- increase their ability to handle the inevitable stress of organizations, adapt to new situations and successfully manage change,
- develop the ability to readily relate to and connect with others, particularly those with differing personalities, backgrounds and values,
- discover how they can become a greater influence in their organization through the ongoing expression of their confidence and optimism.

AUDIENCE

For managers at all levels, but of particular interest to those whose leadership responsibilities and scope will increase considerably in the next few years.

DURATION

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

DELIVERY TYPE

Classroom or conference.