



1 ½ DAY AGENDA

Pre-Course Recommended Reading: *The Power of Full Engagement* by Jim Loehr and Tony Schwartz.

Organization: Four to five leaders per table.

Day One

8:00: Introductory Session: Review of the program; Introductions of facilitators and participants; and goal setting by the participants.

8:30: Understanding Your Interpersonal Style

Goal: Identify the four interpersonal styles as well as understand how to best relate to each of them. Leaders will conduct an interpersonal style assessment to confirm their primary style.

This exercise will serve to provide an early connecting experience for the leaders and identify a key inhibitor to social fitness – communication with different styles and how to relate to them.

9:30: Break

9:40: Introduction to the Seasons of Growth & the True Growth® Model

Goal: Clear understanding of the four “Seasons of Growth” (Self, Drought, New Growth and Significance) and the True Growth® Model (Personal Purpose, Values and Behaviors); take the Seasons of Growth Assessment to determine the leader’s current Season of life; take an Energy Check to determine the current level of energy (Mental, Physical, Emotional and Spiritual), tie the True Growth® Model into “full engagement”; and connect the Seasons with the True Growth® Model.

Exercises: Leaders assess what Season of Growth they are currently in by taking the Seasons of Growth and Energy Check assessments; openly share at table.

10:40: Break

10:50: Authenticity: Becoming a more Authentic Leader

Goal: Clear understanding of the definition of personal and professional values and the values and behaviors of a balanced leader. Reinforces the need for a fit leader to possess clarity of purpose (Calling), conviction of values (Character), and consistency of behaviors (Conduct). Introduce the 25 behaviors of a balanced, fit Leader and strategies to address shortcomings.

11:30: Journaling (Self-reflection)

Goal: Introduce the principles and value of journaling for self-reflection and identification of obstacles to personal growth. Each student will receive a personal journal and a series of questions focused on challenges we face that inhibit our growth.

11:45: Journal Zone

Goal: Leaders practice journaling by responding to a specific question cued to work/life balance. This provides an opportunity to practice journaling and reflection.

11:50: Lunch

12:45: Values: The Core to Your Success

Goal: Leaders understand the value of possessing and living clear personal values.

1:05: Values Exercise

Goal: Leaders work within a framework to confirm their five personal core values; openly share at their table group.

1:30: Break

1:40: Behaviors: Bringing Your Values to Life

Goal: Understand the value and benefits of exercising a set of behaviors to put values into daily practice.

Exercise: Leaders identify one personal behavior for each personal value;

dialogue with others.

2:20: Break

2:30: Living Honestly with Humility

Goal: Expand the understanding of the role of humility in strengthening personal relationships and leaving a positive legacy.

Exercise: Each student will reflect on the behaviors of a humble leader and take a Humility Self-Assessment and develop strategies that reinforce humility and address personal shortcoming(s). Conduct table group discussion about humility and strategies to become a humbler person.

Advanced Readings:

The Bathsheba Syndrome: The Ethical Failure of Successful Leaders

by Dean Ludwig and Clinton O. Longenecker

The Moral Courage to Challenge Others by Lawson Magruder

Humility is the Key to Effective leadership and High Performance by Michelle M. Smith

6 Principles of a Leadership Legacy by Jeff Boss

3:10: Break

3:20: Managing Energy and Time

Goal: Participants conduct a personal energy assessment. Produce an energy/time management rhythm that focuses energy by aligning life and professional priorities with a time management (Important vs Urgent) matrix that helps a person measure how he or she uses time; Provide a method to make adjustments and measure progress.

Exercises: Use table group discussion and provided formats to construct an initial energy/time analysis to create the basis for an integrated personal and professional time management rhythm.

Advanced Readings:

“Achieving Peak Performance” by Jim Loehr

“Lost in a Lost World” by Bob Dare

“On Energy and Time” by LTG (Ret) Jim Dubik

“The Task of Medicine” by Byrd Baggett

4:15: Journal Zone

Goal: Leaders practice journaling by responding to a specific question cued to work/life balance. This provides an opportunity to practice journaling and reflection.

4:20: Your Life Story: Looking into Your Rear-View Mirror

Goal: Understand the crucibles and positive influences in our lives that mold our values and behaviors.

Exercise: Leaders will be challenged as “homework” to identify at least three crucibles and three other significant events in their lives and their impact.

5:00: Conclude the Day

Day Two

8:00: Journal Zone

Goal: Leaders practice journaling by responding to a specific question cued to work/life balance. This provides an opportunity to practice journaling and reflection.

8:10: Your Life Story (continued): Looking into Your Rear-View Mirror

Goal: Understand the crucibles and positive influences in our lives that mold our values and behaviors.

Exercise: Leaders voluntarily share a crucible, influence or influencer from their Life Story. Emphasis is placed on the power of sharing one’s story with others.

8:45: Break

8:55: Your Personal Purpose: Your Guiding Light

Goal: Emphasize the value of living with a purpose and the challenge to focus one’s life to leave an enduring and satisfying legacy. Discuss how to frame a future “life story.”

Exercise: Leaders draft their Personal Purpose and share it with others. When the leaders complete this session, they will have their own True Growth Model

(Purpose, Values, and Behaviors)

9:45: Break

9:55: Action Planning

Goal: Present the principles of professional development planning; provide development “action” planning examples.

Exercise: Leaders draft a personal action plan with emphasis on the key energy area needing improvement and a professional action plan focused on the leadership behavior needing improvement. Leaders will select an “Accountability Buddy” to work with for the next three months.

10:45: Break

10:55: Team Values Exercise

Goal: Conduct a Team Values exercise.

Exercise: Leaders identify the five most important team values and explore the behaviors that can be used to hold team members accountable.

11:40: Closing Session: Includes a motivational story about the power of a crucible shaping one’s values and life’s purpose.

12:00: Complete Evaluations

12:15: Seminar Concludes

Options:

- 1. True Growth 360° Assessment**
- 2. One-on-One Coaching:** Each leader to receive a 55-minute coaching session to help them “unpack” their 360° assessment and develop a professional action plan.