



LEARN. TRANSFORM. AWAKEN.

THE FIVE PRACTICES OF EXEMPLARY LEADERSHIP SERIES

Session #1: Model the Way

- I. Welcome and Introduction
 - Opening activity/ice breaker.
 - Review objectives and agenda.
- II. Leadership is Influence
 - The difference between management and leadership.
 - Levels of leadership.
- III. The Five Practices of Exemplary Leadership
 - **Model the Way.** (our focus today)
 - Inspire a Shared Vision.
 - Challenge the Process.
 - Enable Others to Act.
 - Encourage the Hear.
- IV. Conscious Leadership
 - Mindful self-awareness.
 - Emotional intelligence.
 - Above and below the line.
- V. Tool: The ABC's of Personal Power
 - Present the tool and provide relevant example of applying the tool.
 - Breakout group practice application of the tool and debrief.
- VI. Finding your Leadership Voice
 - Values discovery.
 - My leadership credo.
- VII. Session Close
 - Assignment.
 - Confirm next session date/time.

Session #2: Inspire a Shared Vision

- I. Welcome and Introduction
 - Opening activity/ice breaker.
 - Review objectives and agenda.
 - **Inspire a Shared Vision.** (our focus today)
- II. After Action Review
 - What tool did you apply?
 - What happened and what did you learn?
- III. Appreciative Inquiry
 - Discover: Finding what works and when we are at our best.
Breakout groups share a time when you felt highly engaged, good about what you were doing, connected with people, and proud of the outcome.
 - Dream: Imagine what could be and how it could be better.
Activity to determine something you want to do or be better.
 - Design: Determining what we want to be and how to get there.
 - Destiny: Creating what will be and committing to action.
- IV. Design Tool: Six Hat Thinking
 - The methodology and the benefits.
 - Large group practice application of the tool and debrief.
- V. Session Close
 - Assignment.
 - Confirm next session date/time.

Session #3: Challenge the Process

- I. Welcome and Introduction
 - Opening activity/ice breaker.
 - Review objectives and agenda.
 - **Challenge the Process.** (our focus today)
- II. After Action Review
 - What tool did you apply?
 - What happened and what did you learn?
 - Where and with whom are you practicing leadership?
- III. Leading Change
 - Head, heart, and hand model.
 - The truth about change.
 - Driving and resisting forces.
- IV. The Change Process
 - Transitions through three stages.
 - The change adoption curve profiles.
 - Strategies for leading change and transition.
- V. Session Close
 - Assignment.
 - Confirm next session date/time.

Session #4: Enable Others to Act

- I. Welcome and Introduction
 - Opening activity/ice breaker.
 - Review objectives and agenda.
 - **Enable Others to Act.** (our focus today)
 - What leaders do to enable others to act.
- II. Giving Feedback
 - Tool: SBI – situation, behavior, impact, and interact.
 - Breakout group practice application of the tool and debrief.
- III. Coaching – The Art of Asking Empowering Questions
 - Opportunities for coaching.
 - Great coaching questions.
- IV. Tool: Complaints to Requests
 - Present the tool and provide relevant example of applying the tool.
 - Breakout group practice application of the tool and debrief.
- V. Session Close
 - Assignment.
 - Confirm next session date/time.

Session #5: Encourage the Heart

- I. Welcome and Introduction
 - Opening activity/ice breaker.
 - Review objectives and agenda.
 - **Encourage the Heart.** (our focus today)
- II. Culture and Engagement
 - The leader's role in nurturing culture and engagement.
 - Creative ideas for teambuilding in a virtual world.
- III. The Seven Essential Aspects of Recognition
 - Self-assessment on the seven aspects.
 - Meaningful discussion, practical/relevant examples, and questions/answers.
- IV. Tool: Rounding for Engagement
 - Present the tool and provide relevant example of applying the tool.
 - Breakout group practice application of the tool and debrief.
- V. Tool: Personal Engagement Drivers
 - Present the tool and provide relevant example of applying the tool.
 - Breakout group practice application of the tool and debrief.
- VI. Session Close (5 minutes)
 - Assignment.
 - Confirm next session date/time.

Session #6: Integrate and Sustain your Leadership Practices

- I. Welcome and me and Introduction
 - Opening activity/ice breaker.
 - Review objectives and agenda.
- II. Leadership is in the moment
 - Practicing presence.
 - Self-respect – humble adoration.
- III. Your Zone of Genius
 - Discover and articulate your zone of genius.
 - Genius email exercise – where others see your zone of genius.
- IV. Tool: Individual Development Plan
 - Present the tool and explore hindsight, foresight, and insight.
 - Breakout group practice application of the tool and debrief.
- V. Building your Network
 - Opportunities and benefits of networking.
 - Questions to ask in networking.
 - Breakout group speed networking.
- VI. Session Close
 - Evaluation and feedback.
 - Certificate of Commitment.