

Background on The Leadership Challenge Workshop

The Leadership Challenge Workshop is grounded in the award-winning book on leadership, The Leadership Challenge, co-authored by Jim Kouzes and Barry Posner. This leadership resource is research-driven and is about how everyday leaders mobilize others to want to get extraordinary things done. It's about the best practices leaders use to transform values into actions, visions into realities, obstacles into innovations, separateness into solidarity, and risks into rewards. It's about creating a climate in which people turn challenging opportunities into remarkable successes.

The Leadership Challenge[®] Workshop is a unique intensive program that consistently receives rave reviews from participants. It has served as a catalyst for profound leadership transformations in organizations of all sizes and in all industries. The program is highly interactive and stimulating. Participants experience and apply The Five Practices of Exemplary Leadership[®] through large and small group discussions, individual reflection and workbook planning, case studies from the research of The Leadership Challenge, experiential activities, and application planning.

Description of Workshop

The Workshop has seven modules: an opening module to set the course for learning about leadership and individual results of the LPI, a module for each of The Five Practices of Exemplary Leadership[®] and a closing application/action planning module.

These modules are:

- Orienteering
- Model the Way
- Inspire A Shared Vision
- Challenge the Process
- Enable Others to Act
- Encouraging the Heart
- Committing

Workshop Outcomes

After participants complete the workshop, they will be able to:

- Identify specific leadership behaviors to strengthen results for themselves and their team
- Clarify their personal values and develop a philosophy of leadership
- Speak with conviction about the meaning of their work and inspire hope for the future
- Become a catalyst for meaningful change through courage and vision
- Strengthen relationships by modeling collaborative leadership behaviors
- Enable the development of others to enhance their contributions to the organization
- Encourage the individual and collective accomplishments of their teams
- Fortify their ability to solve business challenges w/Five Practices of Exemplary Leadership[®]



The Two-Day Workshop*

The heart of this effort going forward will be the Leadership Challenge workshop which will be conducted at a venue of your choosing. This workshop will be a combination of group activities, short lectures, small group discussions, and personal reflection.

Very often participants in The Leadership Challenge Workshop cite the LPI-360 feedback as the most valuable part of the program. During the workshop, we will provide interpretation of their reports, guidance to unearth core themes, and a methodology to turn their feedback into action.

The two-day session will end by having participants “commit” to a set of specific actions that they will undertake as a result of attending the two-day workshop. To increase accountability and drive results, we will ask participants to form learning trios which will meet periodically throughout the following six-months. These informal meetings will help participants maintain their focus on making progress on their action plans, goals, and commitments.

A “Welcome Letter” describing the program will be sent about three/four weeks in advance of your session. That letter will outline the Leadership Practices Inventory (LPI-360) and the other pre-work (about 30 minutes) that will set leaders up for success in the workshop. We will need a list of participant names and email addresses about at least four weeks in advance of the workshop in order to prepare the letters and to set up the LPI-360s.

***If conducted virtually, will be implemented over Three Days**

Session Pre-Work

Prior to the workshop, we will ask participants to begin to reflect on their leadership through several items that will enhance the “in class” experience:

- 1) The LPI-360 Self & Observer Feedback
- 2) A Personal Best Leadership Experience
- 3) Characteristics of Admired Leaders
- 4) A Current Business Challenge

Over time, we have learned that pre-session consideration of these items brings deeper commitment from participants and increases their sense that this program can, in fact, have a dramatic impact in their lives.

Materials for Class Participants

All participants will receive the following materials during this workshop:

- Leadership Practices Inventory – LPI-360 (online assessment sent 3-4 weeks in advance)
- The Leadership Challenge Sixth Edition Hard Cover Book
- Leadership Challenge Participant Workbook
- Leadership Challenge Values Card Deck
- Leadership Challenge Reminder Card which lists the Five Practices and 30 Behaviors