

E4 Carolinas Emerging Leaders Program 2017 Proposed Agenda

During the LeadAdvantage, **Balancing Tasks & People Process**, participants will learn how to impact their own growth to be more effective in their organization's operating environment, leading to more productive work teams, and achieving bottom-line results.

LeadAdvantage uses validated assessments, business simulations and case studies to initiate self-development efforts by participants. These methods help them to recognize patterns of behavior professionally and personally, so that they can effectively compensate for counter-productive actions and strengthen behaviors that enhance team communication and performance.

Benefits of The Balancing Tasks & People Workshops and LPA Assessments

- Have more productive and effective working relationships with others
- Explore avenues to effectively utilize individual strengths of each team member in order to achieve a common goal
- Balance energy between tasks and people appropriately
- Understand the seven *leadership patterns of behavior* and how each pattern can help or hinder team success
- Receive confidential results on how associates perceive the participant's *Leadership Pattern of Behavior* (surveys completed prior to session)
- Analyze their individual leadership behavior in ten areas of management, such as: Responding to a crisis, Handling conflict, Giving feedback to others, and Risk-taking
- Develop action steps to increase leadership effectiveness
- Develop relationships with other industry colleagues and expand network/resources
- Exchange best practices and enhance innovation in the industry

2017 Emerging Leaders (E4E) Class -

February - Theme: The Leadership Advantage (One day kick-off program)

In this session participants understand the seven leadership patterns of behavior and how each pattern can help or hinder team success. Following the session each participant receives individual coaching on how associates perceive the participant's *Leadership Pattern of Behavior* (surveys completed prior to session) and how to take steps to begin changing or enhancing certain behaviors. The 360-degree feedback will help participants analyze their individual leadership behavior in ten areas of management and leadership, such as: Responding to a crisis, Handling conflict, Giving feedback, and Risk-taking.

Leadership Patterns of Behavior	4 hours
Balance & Manage Conflicting Priorities	1.5 hours
Behavior Assessment review	1.5 hours
(7 credit hours)	

Participants will meet or have conference calls between sessions to discuss the book, *Turn the Ship Around* by L. David Marquet. The book is a true story by Captain US Navy (retired) about turning followers into leaders. The groups also hold each other accountable to working on goals for self-development.

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April Session - Theme: Improving the Probability of Team Success

In this session participants engage in a dynamic and highly interactive activity to develop an understanding of how collaboration improves the quality of decisions, encourages diverse thinking and builds trust and mutual respect within the team. Participants also gain an understanding of how projects and tasks can be achieved with a higher level of predictable success by incorporating a “blueprint” for results. Finally, participants recognize how personality can impact behavior.

Consensus-Building for Effective Decisions	2 hours
Leveraging the Team - A backdrop for success	1 hour
WorkPlace Big Five Personality Profile	1 hours
(4 credit hours)	

June Session - Theme: Communicating Clearly for impact and Influence

Participants will be provided a framework for strengthening communication with employees, colleagues and managers, as well as, methods and techniques for improving the quality of information exchanged and shared with others. Skills developed include: Negotiating to achieve a win-win scenario, communication that maximizes productivity and effectiveness, the ability to adapt communication to different patterns of behavior, what communication reveals...and what it doesn't.

Wheel of Success	2 hours
Powerful Presentations	1 hour
Reducing Blindspots & Facades	2 hours
(5 credit hours plus group project time)	

August Session - Theme: Creating Success versus Failure

Participants will recognize how different management styles can benefit or disrupt an organization. Divided teams follow a structured format to identify and address managerial issues. During the discussion and facilitation, participants reflect on how to recognize and respond to these types of issues and challenges, and also how their style of management may impact and affect others.

Hollow Square Simulation	3 hours
Southwest Case Study	2 hours
(5 hours plus group project time)	

October Session - Theme: Doing Things Different or Doing Different Things

Participants will engage in a collaboration effort to create a picture of success in their operating environment. In order to improve and strengthen their leadership role in the organization, participants must guide their team through the process of developing goal clarity, agreement and unity of purpose. Participants recognize how every group has its own “style”, or way of working together.

Group Styles Inventory	2 hours
Team Presentations	1 hour
The Art of Leadership	1 hour
(4 credit hours)	

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November Session - Theme: Overcoming Obstacles & Celebrating Success

Teams address how different management decisions can both help and hinder an organization. Teams will collectively analyze a true business case to determine how to improve communication, planning and making decisions as a team. The session ends with a re-assessment of their leadership behavior. Following the session, participants will receive an individual coaching session to compare growth toward their goals.

Team Presentations	2 hours
The Team That Wasn't	1.5 hours
Re-Assessment of Behavior Patterns (5 credit hours)	1.5 hours

Year-end certificates awarded & Celebration of year
Video and pictures from the year

Annual 30 credit hours per participant