



LEADERSHIP DEVELOPMENT PROGRAM

Purpose/Overview:

The intent of this one or two-day workshop is to provide participants with an introduction to a practical and widely-used leadership model that addresses all the key elements of effective leadership. It is predicated on the philosophy that leadership resides in any individual at any level or position within an organization. The key belief is that leadership comes from the person, and not from the position. The workshop explores five key leadership practices, and provides participants with the opportunity to discuss and explore the application of these practices within the practical, day-to-day context of their organization. Topics to be covered will include:

- The nature of leadership and similarities and differences between leadership and management.
- The five key leadership practices: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart
- Practical applications of the five key practices
- Approaches and tools to ensure more open and effective inter-personal communication
- How to act with integrity as a leader, and in ways which both respect and promote both personal and organizational values
- Strategies to reward and recognize effective behaviour in others

The workshop will include theory presentations built around the book “The Leadership Challenge” by Kouzes and Posner. There will be group discussions, role-plays, and experiential exercises that assist participants in testing and acquiring the knowledge, skills and confidence necessary to take on a greater and more focused leadership role. Participants will complete a number of self-assessments both prior to and during the session. Participants also have the option of completing the 360-degree multi-rater feedback assessment, the Leadership Practices Inventory [LPI]® as an integral part of the session.



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Learning Outcomes:

Participants will:

- Develop greater confidence in their own ability as a leader in whatever role they currently occupy within their organization.
- Better understand the origins of their own approach to leadership, in order to build on the strengths of their approach and address any developmental areas
- Be better equipped to identify the steps that they might take in order to have a greater positive impact from their leadership within their workplace
- Gain confidence in addressing the opportunities and challenges in their workplace, and increase their belief in themselves as someone who can make a difference by taking the [appropriate] risk to assume a leadership role within their area of influence.

Facilitator: Fred Jacques, Ph.D. and colleagues from the Consulting network.

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Leadership and Organizational Development Consulting
Calgary, Alberta, Canada

(403) 251-9608

www.jacquesconsulting.com