



The Leadership Challenge® Workshop

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Introduction:

The Leadership Challenge® Workshop is a unique, intensive, and highly interactive experience that has served as a catalyst for profound leadership transformations in organizations of all sizes and in all industries. Immensely practical and hands-on, The Leadership Challenge® workshop is designed to inspire, engage, and help organizational leaders develop the skills needed to meet whatever leadership challenges lie ahead.

The Leadership Challenge model has been adopted and widely embraced by companies of all shapes and sizes, with results that have been validated time and again over the past two decades. Hundreds of major corporations, hospitals, government organizations, schools, and universities have used The Leadership Challenge to make a difference to their organizations

Course Methodology

Despite its obvious academic rigor, The Leadership Challenge® is anything but a theory of unreachable ideals. On the contrary, the workshop is about specific, understandable and practical behaviors that can be learned and applied in any setting. The program will engage participants through experiential activities, workbook exercises, group problem solving tasks, and presentations. Participants will also get plenty of hands-on experience by applying The 'Five Practices' leadership model to current organizational and personal leadership challenges.

Course Objectives

By the end of the course, participants will be able to:

- Describe the evolution of leadership traits and characteristics and use this knowledge to identify their preferred leadership strengths and weaknesses
- Model the way for others by clarifying and communicating their fundamental values and beliefs
- Express their image of the future and inspire others to share that common vision
- Challenge the status quo and find opportunities to change and improve by experimenting with innovative ideas and learning from accompanying mistakes
- Enable others to act by building collaboration, teamwork, and trust while strengthening the ability of others to excel

- Recognize the accomplishments of others by showing appreciation and celebrating accomplishments
- Apply lessons learned from best practices of exemplary leaders at the local, regional and global levels

Target Audience

All persons positioned for leadership contributions in their institutions such as managers, associate or assistant directors, day-to-day leaders of a change effort, and high potential leaders who may be asked to play the role of change agents.

Target Competencies

- Self-assessment
- Personal credibility and values
- Building collaboration
- Leading and inspiring others
- Creativity and innovation
- leadership best practices and fables

Course Outline

- **The evolution of leadership**
 - Leadership in organizations
 - Definition of leadership
 - Leadership and power
 - Leadership and management
 - Leadership principles
 - A brief history of leadership
 - Historical versus modern leaders
 - An introduction to Posner and Kouzes
- **Practice 1 - Modelling the way**
 - Finding your voice by clarifying your personal values
 - Setting the example by aligning actions with shared values
 - Determining your way
 - Being an inspirational role model
 - Influencing others' perspectives
- **Practice 2 - Inspiring a shared vision**
 - Envisioning the future by imagining exciting and ennobling possibilities
 - Enlisting others in a common vision by appealing to shared aspirations
 - Choosing your vision

- Communicating your vision
- Identifying the benefits of others
- **Practice 3 - Challenging the process**
 - Searching for opportunities by seeking innovative ways to change, grow and improve
 - Experimenting and taking risks by constantly generating small wins and learning from mistakes
 - Developing your inner innovator
 - Seeing room for improvement
 - Lobbying for change
- **Practice 4 - Enabling others to act**
 - Fostering collaboration by promoting cooperative goals and building trust
 - Strengthening others by sharing power and discretion
 - Encouraging growth in others
 - Creating mutual respect
 - The importance of trust
- **Practice 5 - Encouraging the heart**
 - Recognizing contributions by showing appreciation for individual excellence
 - Celebrating the values and victories by creating a spirit of community
 - Sharing rewards
 - Celebrating accomplishments
 - Making celebration part of your culture creating
- **Leadership fables and best practices**
 - The Leader who Had No Title (Robin Sharma)
 - The Secret (Ken Blanchard, Mark Miller)
 - My Vision: Challenges in the Race for Excellence (HH Sheikh Mohammed bin Rashid Al Maktoum)
 - Petraeus on leadership (General D. Petraeus)
 - Workshop: case presentation (lessons learned)