

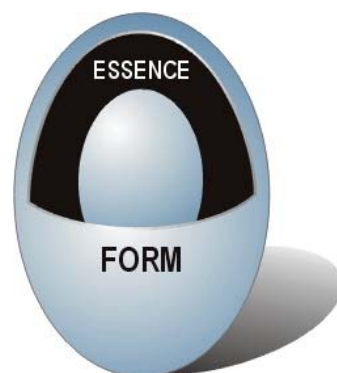


## LEADING FROM WITHIN

In times of change and turmoil, organizations need leaders with resiliency and character, who know who they are and enact strong values that others will follow. *Leading from Within* (LFW) goes beyond rote skills and process checklists that help a leader learn *how*. Because leadership comes from within, leaders need to examine – and clearly articulate – personal values, talents, contributions, and vision as the cornerstone of self-leadership. LFW is for all the leaders of your organization who need to examine, understand, and develop their leadership philosophy so they can become the grounded, resilient leaders that organizations in tumultuous times really need.

*Leading from Within* examines the essence of leadership, the core questions that leaders must answer for themselves, from within. This process workshop provides tools and strategies to explore the challenges of leadership, enhance their personal effectiveness and integrity as leaders, and better enable them to lead.

### The Core of Leadership



LFW provides the tools for examining and sharing a leadership philosophy, for creating a personal vision of leadership, and for tracking leadership integrity.

### VALUE PROPOSITION

Firmly rooted leadership values – integrity, commitment, and clear values - may naturally occur sometimes, but most leaders are too busy to stop and think about the inner roots of quality leadership. LFW is an intense experience that resets leaders to think more deeply and commit to their values. Committed leaders earn commitment from those they lead, and in turbulent times, nothing less will do.

### APPROACH

LFW is a powerful but simple program. It is an intense, one-day experience of facing the challenges of leadership to realize the basis of an approach to inner leadership.

The program can be enhanced by an (*optional*) Management Alignment session where senior leadership demonstrates support for this grounded approach. Some companies find it more effective to put the senior leadership team through LFW first.



LFW may also be enhanced by *optional* individual coaching sessions that helps leaders continue the journey that LFW strongly begins.

LFW can be delivered by a Wilson Learning facilitator, or for larger companies it may be more efficient and effective to develop a group of facilitators who can implement a large program and provide on-going coaching resources.

LFW has six integrated learning modules:

## OUTCOMES BY MODULE

<i>Module: Key Learnings Are...</i>	<i>Your Leaders Will...</i>
<p><i>Leadership Courage</i></p> <p>How the courage to lead comes from within. How to notice when particular courage is needed, and how a Courage Profile shows an essential part of their leadership style</p>	Be able to know why, when, and how to demonstrate leadership courage.
<p><i>Leadership Purpose</i></p> <p>How to discover their essential purpose as a leader. How to recognize what influences their purpose, and how to clarify their purpose for themselves and for others.</p>	Be able to understand why they lead.
<p><i>Leadership Values</i></p> <p>How to recognize key leadership values through consistent action and demonstration. How to authentically enact their values</p>	Be able to know how to walk their talk.
<p><i>Leadership Distinctions</i></p> <p>How to profile what distinguishes them as leaders, to discover strengths and areas for reinforcement</p>	Be able to realize what they do well, and where they need growth.
<p><i>Leadership Vision</i></p> <p>How to develop a meaning vision for themselves as leaders, their people and organization. How to find a personal Board of Directors to help achieve the vision</p>	Be able to know where they are going and why.
<p><i>Mapping</i></p> <p>How to map where they are and where they are going as leaders. How to keep commitments real and sustainable.</p>	Be able to show where they are going, what they bring, and what they need moving forward.

### ENABLING IMPROVED PERFORMANCE

LFW provides a strong beginning, but what follows to sustain the changed perspective and performance needs to be organic to the organization. LFW strongly encourages leaders to share the Leadership Maps, created in the program, with their people to enhance accountability as well as to bring clarity of vision, values, and direction. Optimally, senior leaders who attend LFW to lead by example, also share their Leadership Maps with their managers and others. In some organizations, participants' managers schedule conversations soon after LFW and at regular intervals.

### MEASUREMENT

LFW has a complete Program Evaluation Guide with detailed plans for measurement. Wilson Learning can provide optional knowledge tests, manager interviews, and survey instruments for direct reports to document changed behavior, and more.

These optional measurement tools can illustrate the difference in knowledge and observed behavior. However, the most meaningful measurement is subtler and will be seen anecdotally over time – *are the leaders better, more resilient, more grounded in times of crisis and turmoil?*

### EVALUATION

In most implementations, Wilson Learning will partner with your organization to measure both the initial behavioral changes and business results. We have a common interest in making sure that LFW brings the results you seek. We are committed to helping you succeed, and we will work with you to set up measurement systems to keep the change going after it's well begun.

**This offering, like all others from Wilson Learning, can be customized to reflect your leadership environment and business priorities, and integrated with your existing processes.**