

Leading from Within

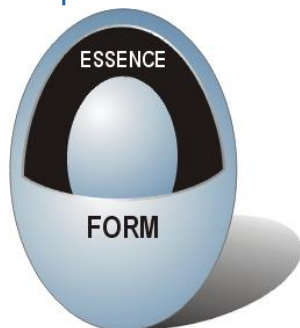


In this challenging and competitive time, organizations need leaders with resiliency and character, who know who they are and who exhibit the kind of strong leadership that others will follow. *Leading from Within* goes beyond rote skills and process checklists to help a leader learn *how*. Because leadership comes from within, leaders need to examine—and clearly articulate—personal values, talents, contributions, and vision as the foundation of self-leadership.

Leading from Within (LFW) examines the essence of leadership—the core questions that leaders must answer for themselves from within. LFW is for all the leaders 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. It is for anyone seeking to understand and live their leadership philosophy. This process workshop provides leaders with tools and strategies to explore the challenges of leadership, enhance their personal effectiveness and integrity as leaders, and better enable them to lead.

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

The Core of Leadership



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Program Outcomes

Firmly rooted leadership values—integrity, commitment, and clear values—may occur naturally 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 and beliefs. LFW enables leaders to become the kind of leader that others want to follow by:

- Understanding what it means to lead
- Establishing their leadership foundation
- Meeting their leadership challenges
- Meeting the expectations of those they serve

Learning Approach

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

During the session, best practices in instructional design, process facilitation, and adult learning are utilized to create a dynamic learning environment, including individual reflection, small- and large-group discussions, planning, and application exercises.

The program can be enhanced by a 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.

Modules: Key Learnings Are . . .

What Does It Mean to Lead?

How the courage to lead comes from within; how they can reflect on their leadership character

Establishing Your Leadership Foundation

How to discover their beliefs and values about leadership; how to recognize their reason for leading and know their strengths, and how to clarify their vision for their leadership

Meeting Your Leadership Challenges

How to explore the business conditions under which they are asked to lead

The Importance of Serving

How to strengthen their foundation of leadership through the eyes of those they serve; how to identify their constituency and their vision for their constituency; how to know whom they can go to for advice

Leadership Framework

How to take the work they have done in this session and prepare how they will communicate their leadership aspirations to others

Your Leaders Will . . .

Have a better understanding of what it means to lead and the importance of character-based leadership

Have clarity on who they want to be as a leader

Have a clearer path forward

Have a stronger, engaged following

Have the ability to communicate a clear leadership framework with others

Continued

Leading from Within (LFW) has five integrated learning modules, as shown above.

This program can be taught by a Wilson Learning facilitator or by an organization's own leader-trained in-house professional.

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 Framework created in the program with their people to enhance accountability and to bring clarity of vision, values, and direction. Optimally, senior leaders who attend LFW to lead by example will also share their Leadership Framework with their managers and others. In some organizations, participants' managers schedule conversations soon after LFW and at regular intervals.

Measurement

Follow-up measurement options are available, including optional knowledge tests, manager interviews, 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 more subtle and will be seen anecdotally over time—are the leaders better, more resilient, and more grounded in times of crisis and turmoil?

Evaluation

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

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