



## QUARTER ONE

### Growing the leader

**Key Question:** How can I become the type of leader others want to follow?

**Key Outcome:** Inspiring Trust

**Month One: Competency.** People follow others who display confidence and competence. Through the use of assessments, experience, education, feedback, and core belief identification, participants will clarify their strengths and unique ability to lead.

**Month Two: Authenticity.** The people we work with know our leadership weaknesses and character flaws. We lose trust if they believe we're not aware of or not addressing our issues. The first step toward authenticity is an honest self-appraisal to identify our leadership liabilities.

**Month Three: Empathy.** Others will be much more inclined to follow us when they sense that we're for them. Leaders who make success all about themselves lose trust. Leaders who display relational significance by caring for others create deep trust.



## QUARTER TWO

### Growing other leaders

**Key Question:** What can I do to help others on my team and beyond reach their full potential?

**Key Outcome:** Spurring Development

**Month Four: Coaching.** Coaching is the ability to help others assess their current reality, identify steps to a preferred reality, and encourage the progress to that end. Coaches ask the right questions and clarify the issues. Participants will learn keys to growing their coaching skills as a means to develop leadership in others.

**Month Five: Confirming.** Effective leaders have the rare ability to draw the best out of others. Leaders sometimes see strength or potential that we don't see ourselves. Participants will consider the power of encouragement and affirmation to produce leadership growth in others.

**Month Six: Challenge.** Every one of us has small or not-so-small matters that hinder our success. When we can't or choose not to see them, we need someone who can tactfully help us face the issues. Participants will consider how to challenge others in a way that spurs growth.



## QUARTER THREE

### Growing a leadership team

**Key Question:** How can I build a high-performing, results-focused team?

**Key Outcome:** Building Alignment

**Month Seven: Organizational Clarity.** Every person in an organization needs answers to key questions regarding what, how, and why we're doing what we're doing. The leadership team is tasked with purpose, strategy, and values clarification. The team leader is tasked with ensuring organizational clarity exists and continues.

**Month Eight: Shared Vision.** Vision is a picture of a preferred future that inspires effort. Without vision, we follow the path of comfort and status quo. It's the role of the leader to be the vision keeper, ensuring the vision continues to direct and doesn't fade.

**Month Nine: Mutual Accountability.** Many teams are accountable to their leader. The best teams are accountable to each other. The role of the leader is to call for commitment and create mutual accountability for results.



## QUARTER FOUR

### Growing an organization

**Key Question:** How can I unleash full support of achieving our mission?

**Key Outcome:** Creating Engagement

**Month Ten: Communicating Purpose.** Focus and effort come from a clear sense of knowing who we serve, how we serve them, and the difference our service makes. Participants will be challenged to find clear and creative ways to keep the power of purpose fresh.

**Month Eleven: Communicating Progress.** Everyone wants to be on a winning team. Team members look to the leader for reports of progress. Even when challenges and setbacks occur, the leader needs to know how to create hope.

**Month Twelve: Communicating Appreciation.** *"The first responsibility of a leader is to define reality. The last is to say thank you."* Max De Pree. Organizations thrive when everyone contributes. Contribution will lag if people sense their efforts aren't recognized or appreciated. Participants will consider how to consistently and creatively express appreciation.