

The Three Dimensional Leadership Program

Three Dimensional Leadership is presented as a 3½ day, live-in workshop in a casual, retreat-like setting that lends itself to reflection, small group interaction, and communication. This high-impact process is designed to put you on the leading edge of your own development.

Our *premise* is that ‘no one is a finished product.’ Our *promise* is that you will complete this course with renewed energy, better equipped to tackle today’s challenges and seize tomorrow’s opportunities!

Program Components

1. Pre-Work

Read a set of carefully selected articles designed to inform, stretch, challenge and prepare you for the intensive experience.

2. Leadership Challenges Preparation

Identify 2 specific Leadership Challenges you are facing connected to your business success. One of the challenges should be in the area of “Doing” (tactics, implementation, process, etc.). The second should be in the area of “Being” (relationships, behavior, vision, etc.). Learning Teams will be formed to help you generate approaches to your challenges.

3. Assessments

Participants will each complete a short assessment tool, and will be provided with meaningful feedback about their Leadership Competency. Personal strengths and areas in need of improvement will be identified.

Program Schedule

FIRST EVENING: CREATING THE INTENTION

Lay the necessary groundwork and explore foundational beliefs regarding Leadership. Define and make a business case for Three Dimensional Leadership. Create the context in which each participant can explore, develop, and apply the learning.

DAY 1: WHO AM I AS A LEADER?

Explore and discuss the factors that define your Leadership; examine different leadership styles. Examine those experiences that have shaped your foundational beliefs about Leading. Review the results of your Leadership Competency Assessment. Make choices defining next steps in your leadership development journey. Declare your intentions for the rest of the program.

DAY 2: LIVING IN THE GAP

Identify the gaps between *how you want to be viewed* as a leader and *how you are perceived*. Determine what you want to construct, maintain or deconstruct. Work on giving life to your goals through conversations for action and productive dialogue. Further develop the cornerstones of the program; Leading, Learning and Teaching. Develop and maintain the mindsets necessary for high impact Three Dimensional Leadership. Each participant will create a personalized Leadership Agenda to be used as a roadmap for further development.

DAY 3: ALIGNING YOUR ORGANIZATION FOR ACTION

Apply the principles of Three Dimensional Leadership: examine *leading* from the middle, *learning* through appreciative inquiry, *teaching* by developing a teachable point of view, and exploring coaching as a leadership practice. This day will make the connections between your leadership and your organization’s effectiveness.

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Key Program Features

- Knowledge sessions designed to expand your Leadership ability
- Application to your particular set of circumstances
- A Personalized Leadership Agenda for individual development
- Tools for increasing Leadership impact
- Carefully selected readings on relevant Leadership topics
- Personalized Leadership Assessments on Leadership Competencies
- Coaching/Consulting options for each participant
- Networking opportunities