Strat//gic
Leadership Development

Master Leadership Workshop Four Day Sample Agenda

Prepared for:
Organizations dedicated to creating innovative leaders who inspire multi-generational workforces.

Workshop Skills Focus:
1) Multi-Generational Leadership
2) Innovative Decision Making
3) High Performance Team Management
4) Creative Problem-Solving Sprints
5) Work Force AI (Optional)

Proposal Date:

Workshop Dates:

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Statement of Confidentiality

Executive Overview

Strategic Leadership Development

At Strategic, we have a heart for organizations and people who need and want to be great leaders. We believe anyone can learn to lead well.

By focusing on workplace team interactions, leadership maturity, and positive leadership psychology, we help build effective workplace relationships.

Organizational leadership energy can positively empower or negatively affect an organization's performance.

We help organizations create competent leaders, who inspire their workforces by being equally concerned about the people they lead as well as the outcomes they produce.

Greg Buschman, Ph.D.
Creative Leadership for Innovation and Change

Debbie Buschman, MPA, CDO
MBA Leadership Certificate

Introduction to the Leadership Master Workshop

Thank you for the opportunity to build a positive leadership skills training agenda. The leadership training has an established history of making a positive impact on attendees no matter their tenure or experience level. It is designed to impart KSAs (knowledge, skills, and abilities) based on each participant's cognitive leadership and workplace preferences, which are predictive in how each person approaches leadership, workplace interactions, and team dynamics. Instead of focusing on a particular leadership theory or style, the KSAs each participant gains can be used immediately and are applicable to the four core positive leadership styles. The goal is to impart KSAs that allow current and emerging leaders to use positive motivation and influence team members to action. The goal is to help each participant create voluntary followers through positive inspiration.

Design and Facilitation Philosophy
To best serve our clients, we employ custom adult learning methodologies or "andragogy". Adults learn best through interactive learning and practice. Our training is designed to be put into practice immediately after training and is proven to produce improved leadership and team performance. The sessions are highly interactive, and self-discovery centered. Adults embrace concepts best when presented in an interactive, self-discovery, applied action format.

What is a Cognitive Preference?
Take a moment and pick up a piece of paper. Crumble it up and throw it. Did you have to think which hand you were going to throw it with? No? We are naturally either right or left-handed (a cognitive preference). No different than preferring to use our right of left hand we have thinking and workplace preferences. Each person views leadership, problem solving, group interaction, and leader/subordinate

relationships through specific cognitive preferences. The issue is that these preferences are not all the same and they create friction against each other in work groups and leader/subordinate relationships.

The good news is that over the past 20 years of behavioral sciences we have been able to identify these preferences and move beyond simple personality assessments. Thinking preferences operate at the cognitive level and therefore can be more effective at harnessing interpersonal conflict and turning it into positive organizational energy. They can help us understand why we and our peers display certain personality traits and therefore bring a level higher level of positive communication, collaboration, and workplace motivation. Each leader's cognitive preferences will be measured through several scientifically established assessments and through fun self-discovery exercises. The idea is to build a well-rounded leadership profile, not based on any one theory, but a combination of complementary ones. This results in each person having a deeper understanding of themselves and their ability to lead.

Sincerely,

Greg Buschman, Ph.D.
Debra Buschman, MPA, CDO

Custom Agenda and Personal Leader Profile Binder

Based upon the results of the assessments the training will be customized to your specific needs to maximize results, address relevant issues, and ensure positive workforce application.

A leadership profile package will be prepared for each attendee and will be used in the training and for long-term growth. Participants will use the packet to take notes, track growth, and record key milestones as they progress in their leadership maturity. It contains the following:

- FourSight™ Mindset Preference Assessments
- Creative Problem-Solving Tools
- Clifton Leadership Strength's for Managers Report
- Leadership Style Preference

- Blake & Mouton Managerial Grid
- Harvard Managerial Skillsets and EI score
- VIA Character Strengths
- Notes and Insights
- Personal Presentations

PLUS: FourSight™ Mindset and Team Collaboration Skill Personalized Video
There are three leadership preferences assessments to be completed prior to the workshop.

Overview of Four-Day Master Class Workshop

The workshop is four days and will be facilitated one day a month for four consecutive months. During each month attendees are expected to apply what they have learned and will give a short 3 to 5-minute presentation/discussion on their experience of how the new KSAs have helped them lead. The key modules are:

- Interpersonal Leadership Skills (includes in-depth generational diversity discussion)
- FourSight Teaming Model
- Creative Problem-Solving Method and Tools for Decision Making
- Leadership Maturity Framework
- Applying Leadership Styles in Fluid Workplace Situations
- Positive Leadership Psychology: Appreciative Inquiry & Emotional Intelligence
- Strength-Based Employee Coaching
- Self-Leadership (VIA and Clifton Strengths)
- Team Dynamics
- Handling Difficult Interactions: Controversy vs Conflict

Sample Agenda

Day 1
- 8:00 – 8:15 Welcome and Overview
- 8:15 – 9:30 Pre-Assessment: Start, Stop, or Continue results: Making the Workshop Relevant
- 9:30 – 9:45 Break
- 9:45 – 10:45 Team Exercise: Choose the TOP Three Focus Areas for Workshop
- 10:45 – 11:00 Break
- 11:00 – 12:15 Generational Diversity and Leadership
- 12:15– 1:00 Lunch
- 1:00 – 2:30 Creative Problem-Solving for Decision Making
- 2:30 – 3:00 Creative Problem-Solving Tools Exercise
- 2:45 – 3:00 Break
- 3:00 – 4:45 Creative Problem-Solving Practical Application for TOP Three Initiatives.
- 4:45 – 5:00 Wrap up

Day 2
- 8:00 – 8:20 Opening Statements, Questions, and Agenda
- 8:20 – 9:45 Group Discussion – How they applied what they learned.
- 9:45 – 10:00 Break
- 10:00 – 11:30 FourSight™ FourSight™ Mindset Reveal & Collaboration Model
- 11:30 – Noon FourSight™ Collaboration Model Discussion
- Noon – 12:45 Lunch
- 12:45 – 2:15 Leadership Power & Maturity
- 2:15 – 2:30 Break
- 2:30 – 3:30 Leadership Styles and Generational Diversity
- 3:30 – 3:45 Optimizing Leadership: Blake & Mouton Managerial Grid Exercise
- 3:45 – 4:00 Break
- 4:30 – 4:45 Intro to MIT Design Thinking & Marshmallow Challenge
- 4:45 - 5:00 Wrap up

Day 3
- 8:00 – 8:15 Opening Statements, Questions, and Agenda
- 8:15 – 9:00 Leadership Discussion - How can each person apply what they learned
- 9:00 – 10:15 Intro to Emotional Intelligence – Finding Your Why
- 10:15 – 10:30 - EI Index Assessment
- 10:30 – 10:45 Break
- 10:45 – 11:00 Harvard-based Active Listening Assessments
- 11:00 – Noon Positive Leadership, Mentoring and Coaching
- Noon – 12:45 Lunch
- 12:45 – 1:00 Harvard-based Coaching Assessments
- 1:00-1:45 Strength Based Employee Coaching Roleplay

- 1:45 – 2:00 Break
- 2:00 – 3:00 VIA Character Strengths: Having a Growth Mindset
- 3:00 – 3:15 Break
- 3:15 – 4:00 Turning Conflict and Controversy into Inspiration Power
- 4:00 – 4:45 Wrap up

Day 4
- 8:00 – 8:15 Opening Statements, Questions, and Agenda
- 8:15 – 9:45 Clifton Strengths for Managers & Team Exercise
- 9:45 – 10:00 Break
- 10:00 – 11:00 Team Dynamics: High-Performance Team Formation
- 11:00 – Noon Team Dynamics: Team Charter Exercise
- Noon – 12:45 Lunch
- 12:45 – 2:00 Group Dynamics: Team Charter Exercise
- 2:00 – 2:15 Break
- 2:15 – 3:45 Group Dynamics: Finding Your Root Cause of Success & Team Exercise
- 3:45 – 4:00 Break
- 4:00 – 4:30: Review Leadership Profile Binders
- 4:30 – 4:45 Wrap Up