

Leading with Integrity & Courage

*23 years of
challenging and
changing
individuals*

Value

What people say -

I certainly learned a great deal about myself, my leadership style, capabilities, and, more importantly, about my values. I spent the majority of the flight home last night going back through my notes from the course and was amazed at what I was able to learn about myself in course for in just 2 days.



Talented people ask tough questions of their leaders today. They look for authenticity from those they follow. Leaders need to understand and demonstrate their basic inner values, goals and beliefs to answer their employees' most challenging question: *Why should I follow you?*

Leading with Integrity & Courage challenges leaders to explore a long-term vision of their role as a leader. Leaders have the time to explore what their role as a leader means to them and discuss it with other leaders. **2 Days**



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Pre-Session Preparation

- Personal Values Inventory
- DiSC® Personal Profile
- 363 for Leaders
- Selected Harvard Business Review readings

Day 1

The Essence of Leadership

- *Integrity* – alignment between who you are and what you do
- *Substance* – The quality and concentration of knowledge, skills, experience – and wisdom
- *Character* – Values, beliefs and clarity of purpose

Leading Through Values

- *What is your moral compass?* – Values and principled reasoning tested in conditions of risk and uncertainty
- *How well do you walk your talk?* – The behaviors you demonstrate that betray your values

Leadership Strengths

- *Leadership Strengths and Gaps* – Talents, abilities & skills
- *Strengths Overused* – Implications for your authentic leadership
- *Personal Balance Sheet* – My assets and liabilities

Day 1, continued

Leadership Purpose and Passion

- *What are Your Leadership Beliefs?* – Your personal point-of-view on life and leadership
- *Discerning Your Passion for Leading* – Inspiring yourself and others
- *Your Leadership Purpose* – Why am I a leader?
- *Your Leadership Purpose Statement*

Day 2

Envisioning the Future

- *Your Leadership Legacy* – Knowing what you've done mattered to others
- *Constructing a Growth Plan* – Bridging the gap between where you are and where you are going

Courageous Leadership

- *Testing Your Leadership Courage* – What will challenge my courage to do the right thing? What will challenge my character?

Leadership Mapping

Participants complete a personal leadership map:

Personal Values
Leadership Beliefs & Purpose
Leadership Actions over 1 and 5 years
Advisory Board Members

Post Session Implementation

- *Going Public* – Participants share their leadership map with Advisory Board
- *One-on-one distance coaching* with each participant.