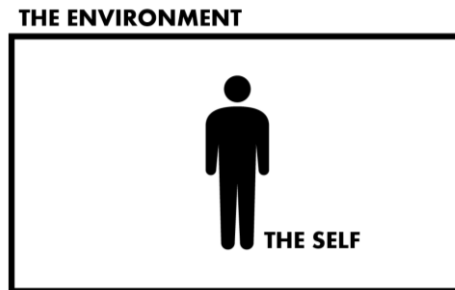


## LEADERSHIP IN PRACTICE™ COURSE DESCRIPTION

Leadership can be explained as the relationship between two components – the environment and the self.

Leaders are expected to make an impact by changing their environment and achieving intended results. Sometimes, in order to be more effective in their environments, leaders also need to find ways to change themselves. A fundamental question for a leader to ask is: *What would make me more powerful in this environment?* The willingness to take an honest look at the self in the context of the environment is the mark of a true leader.



Adams Learning's *Leadership In Practice™* is an in-depth, long term approach to leadership development that affects change in *both* the environment and the leader.

### WHO IT'S FOR

*Leadership In Practice™* is ideal for leaders and leadership teams looking to take performance – both organizational and personal – to the next level. The program is intended not only for leaders who want to address behavioral and interpersonal challenges, but also for those who want to leverage their potential to be more influential. *The program is not intended for leaders who are uncertain about their desire for change.*

### HOW IT WORKS

In this comprehensive approach, leaders engage in scheduled assessments, training/coaching, feedback, and measurement, as they pass through four conceptual phases of development.



In this phase, leaders raise their awareness of their environments and themselves through an initial 360 assessment (a survey that gathers feedback from stakeholders in their environment). As the process continues, they learn more about themselves by completing one or more personality or workstyle assessments.



Based on the observations gathered in their initial 360 assessment, leaders prepare two goals to focus on – one performance goal for their environment, and one behavioral goal for the self. Leaders then share their goals with a group of selected stakeholders, who are asked to participate in the process.



Over the course of months, leaders take action on their goals and make a regular practice of gathering stakeholder feedback. They also encourage stakeholders to take an active role in making progress on the environmental goal. After each round of feedback, leaders prepare an action plan that is shared with stakeholders.



Every 60 days, stakeholders are asked to complete a short anonymous survey that measures perceptions of leader progress. At the end of the experience (six to ten months from the time the goals were declared), the leader reports out to stakeholders on what was achieved, as well as what was learned.

## LEADERSHIP IN PRACTICE™ COURSE DESCRIPTION (continued)

### HOW IT WORKS (CONTINUED)

Over the course of 8, 10, or 12 months, *Leadership In Practice™* makes use of a mix of learning methodologies to help leaders manage realistic expectations for change over time.

- **Monthly training sessions**

Each month, leaders meet to share their progress, and to examine and work on topics relevant to their growth, such as:

  - Attributes of a powerful presence
  - Communicating the organization's common purpose as context for performance and change
  - Raising awareness of individual personality types
  - Recognizing preferences for interpersonal interaction
  - Communicating in ways that motivate action by appealing to emotion and reason
- **Regular coaching**

Twice each month, leaders participate in one-on-one meetings with their coach to review feedback, discuss progress on goals, and consider solutions for overcoming challenges.
- **Structured feedback**

Leaders learn effective techniques for gathering feedback, and at least once a month, meet with their stakeholders to gather observations and suggestions they can apply toward their goals.
- **Measurement**

Once goals have been declared, stakeholders are asked to participate in their achievement and observe progress. Every 60 days, stakeholders participate in an anonymous survey that tracks their perceptions of leadership, and provides the leader with candid feedback on what can be done to improve.

To learn more about *Leadership In Practice™*  
contact Adams Learning, Inc.

**407-354-0304**

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