

## ENHANCE THE IMPACT OF YOUR LEADERSHIP SKILLS

Executive Forum's unique Advanced Leadership Lab provides a hands-on, application-based look at leadership designed specifically to help mid- to senior-level managers *build the skills needed to maximize the positive impact they have on their organizations*. Beginning with an examination of their own leadership styles, managers are encouraged to evaluate their skills in building effective relationships and getting desired results. Participants are then guided in the use of practical leadership tools they can apply to build and foster an environment of trust throughout the organization.

Organized into three weekly sessions to provide opportunities to practice new skills, participants also receive **two one-hour individual telephone coaching sessions** from an experienced executive leadership coach—one before the course begins to calibrate expectations and discuss challenges, and again after the final session to identify a way forward and outline individual actions for continued development. An added feature is the **option to extend executive leadership coaching** and **add a comprehensive 360° assessment package**. Extended coaching and comprehensive assessment have proven highly successful in further transforming the performance of managers by providing clear objectives and support in achieving leadership goals.

### ADVANCED LEADERSHIP SKILLS FOR A STRONGER ORGANIZATION

Advanced Leadership Lab is held over a period of three days, one day each week, to allow participants to return to their organizations, use what they've learned in a real-world setting, and receive tangible feedback.

#### DAY 1: FINDING YOUR LEADERSHIP "VOICE"

- The Leadership Imperative • Lessons Learned From Your Leadership Journey
- Social Styles • The Power of Symbols • Giving and Receiving Feedback
- Coaching for Success • Communication Planning • Results and Action Planning

#### DAY 2: TRANSFORMING LEADERSHIP

- Encouraging Creativity and Innovation • Communicating for Results
- Developing a Compelling Vision • Empowering Followers • Finding Your Passion
- The Leader's Role in Shaping Organizational Culture • Results and Action Planning

#### DAY 3: BUILDING THE HIGH-TRUST ORGANIZATION

- The Nature of Trust • Why Trust Matters • Five Keys to Organizational Trust
- Building Trust as a Leader • Enhancing Trust in Times of Uncertainty
- Developing Your Leadership Strategy • Results and Action Planning

### STRONG FACILITATION DELIVERS OUTSTANDING RESULTS



**Michael Hackman, Ph.D.**, is an award-winning Professor of Communication and Leadership at the University of Colorado and Adjunct at the Center for Creative Leadership. He is co-author of *Leadership: A Communication Perspective* and *Creative Communication: Principles and Applications*. A new book, *Building the High Trust Organization* (with Pam Shockley-Zalabak and Sherry Morreale) will be published in 2010.

Michael delivers leadership effectiveness programs and executive coaching services throughout the U.S. and internationally. He has developed and delivered training, guided organizational development initiatives, and provided executive leadership coaching for more than 200 public and private sector organizations throughout the U.S., Canada, Europe, China, and New Zealand. His clients have included Bristol-Meyers Squibb, Ernst & Young, Fiat, Hewlett-Packard, Kimberly Clark, Harley-Davidson, NASA, the U.S. Air Force, and Wells Fargo.

### SCHEDULE AND 2010 PRICING

TIME & LOCATION	PORTLAND SESSIONS	PARTICIPANT PRICING	
8:30AM - 4:30PM — Lunch provided	Fall: Sept. 14, 21 and 28, 2009	6 or more	\$1,695
5300 Meadows Road	Winter: Jan. 25, Feb. 1 and 8, 2010	3 to 5	\$1,845
First Floor Oaks Room	Spring: May 3, 10 and 17, 2010	1 to 2	\$1,995
Lake Oswego, OR 97035			

Session dates, times and facilitators may change without prior notice.