

# The Leadership Challenge® Workshop

To support individuals and organizations looking for leadership development opportunities, FlashPoint facilitates The Leadership Challenge® Workshop. This popular program utilizes interactive training, pre-workshop assessment, and one-on-one coaching to help participants master and demonstrate proven leadership skills. The workshop is an ongoing development process; we continue to provide guidance and follow-up support months after the training component has ended, helping participants to master the leadership skills they learned and ensuring that they incorporate these skills into their work.

## About the Program

The Leadership Challenge® Workshop was developed by Jim Kouzes and Barry Posner, based on more than 25 years of research with over three million leaders. The program is structured around The Five Practices of Exemplary Leadership® that Kouzes and Posner identified through their research: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart.

## What Participants Learn

We review in detail the behaviors that support The Five Practices of Exemplary Leadership®, and participants learn how to:

- Build credibility by ensuring consistency between their personal values and their actions
- Create and communicate a shared vision
- Align employee and team behaviors with strategic direction
- Cultivate new operating methods, take calculated risks, and act strategically
- Foster an environment of employee accountability
- Give and receive feedback



## What Makes The Leadership Challenge® Workshop Different from Other Programs?

- It includes interactive training involving introspective exercises and thought-provoking dialogue with others.
- Before the training, participants take an online leadership self-assessment, the Leadership Practices Inventory (LPI), and have the opportunity to ask 10 to 15 people of their choice to assess them anonymously.
- Each participant also receives a one-on-one follow-up coaching session to gauge progress with his or her action plans.
- Each participant chooses an accountability partner from the group to ensure application and to discuss progress.
- The program includes a renewal session.

## Upcoming Session in Indianapolis

**Dates:** April 26-27, 2012

**Location:** FlashPoint training facility, 200 S. Meridian St., Ste. 270, Indianapolis

**Time:** 8:30 a.m.—4:30 p.m. (breakfast and lunch included each day)

**Cost:** \$1,600 for FlashPoint clients, \$1,800 for nonclients; includes the two-day workshop, a pre-workshop Leadership Practices Inventory assessment, an hour-long one-on-one coaching session, and more. Send three people and the fourth is free!

**Register:** By April 6, 2012. Space is limited! To register, call 317.229.3035 or e-mail [info@FlashPointHR.com](mailto:info@FlashPointHR.com).