



The Leadership Challenge® Workshop

Based on 25 years of research with over 3 million leaders, nationally renowned authors Jim Kouzes and Barry Posner have learned that leadership is everyone's business. The Leadership Challenge® Workshop is about how leaders mobilize others to want to get extraordinary things done. It's about the skills leaders use to transform values into actions, visions into realities, obstacles into innovations, and separateness into solidarity. In The Leadership Challenge® Workshop, you will discover the practices required for you to become the leader you've always wanted to be. Through thought-provoking dialogue with other leaders and action-oriented facilitation, you will leave energized, inspired, and with a clear plan to take your personal leadership to the next level.

Who Should Attend?

Ideal for mid- to upper-level functional-area managers, plant leaders, or high-potential managers—in any industry. Also good for leaders in growing small- to medium-size organizations.

What Are the Benefits?

» Positive Impact on Your Organization

Research shows that employees leave managers, not companies. Strong leadership skills will result in more engaged and productive employees who are more likely to stay with your organization.

» Customized Practical Application

Throughout the program, you will apply concepts and skills to your own organizational strategies. The experience will directly benefit your success.

» Innovative and Experienced Facilitators

As multi-disciplinary management consultants, FlashPoint's facilitators are leading-edge certified professionals with extensive knowledge of applied leadership behaviors. They will share with you their perspectives on the organizational and human resource implications of effective leadership.

Register for the Fall 2009 Session!

Dates: October 15, November 19, and December 10

Cost: \$1,800 for FlashPoint clients • \$2,200 for nonclients

Space is limited – register by August 28. To register or to ask about customizing the program for your organization, call 317.229.3035 or email info@FlashPointHR.com. For more information, visit FlashPointHR.com. Ask us for details about our discount for charitable nonprofits.

What Will You Learn?

The program is structured around The Five Practices of Exemplary Leadership®. We will review in detail behaviors that support these practices, including:

- » Building credibility by ensuring consistency between your personal values and your actions
- » Creating and communicating a shared vision
- » Aligning employee and team behaviors with strategic direction
- » Cultivating new operating methods, taking calculated risks, and acting strategically
- » Fostering an environment of employee accountability
- » Giving and receiving feedback

Your Experience Includes:

Pre-Workshop

- » Leadership Practices Inventory (LPI)—an online assessment that enables you to seek feedback from ten colleagues of your choice
- » Best-selling book *The Leadership Challenge*

Three-Day Workshop

- » Three-day highly interactive workshop
- » Workbook to keep as an ongoing resource
- » Team and individual leadership exercises
- » LPI feedback report—coaching and interpretation
- » Networking opportunities with fellow participants

Post-Workshop

- » Follow-up communication to support you as you implement your plan of action
- » Hour-long one-on-one coaching session

What Previous Participants Say:

"The seminar exceeded my expectations. I will be a better leader, teammate and employee because of it!"

"The program was perfectly interactive. The facilitators were passionate about the topic and helped us make the materials meaningful and useful."

"FlashPoint is the leader in the industry for developing leaders!"