

DEFINING LEADERSHIP

Program Overview



Defining Leadership is an intensive, gender-specific, leadership development program that builds self-awareness, emotional intelligence, communications skills, and leadership agility. Graduates master effective techniques for leading, living and working in alignment with their values, ethics and strengths. It grows capability through peer dialogue, experiential modules, and group interaction between sessions. Sessions build sequentially - combining self-study, assessment tools, and experiential learning guided by expert faculty.

This transformational program unleashes high-potential employees to maximize their impact on today's diverse business challenges. Defining Leadership drives bold thinking and inspired action. Participants explore authenticity, managerial style, power styles, ethics, and vision.

The program is designed for high-potential men and women seeking to grow in their careers.

The series includes four 2-day sessions approximately 3 weeks apart, with an orientation and celebration, for a total of 68+ hours of instruction.

Objectives

- Discover and address blind spots as a leader
- Establish leadership style and learn to adapt and flex to business scenarios
- Close the gap between current capability and future potential
- Build influence to connect motivations and needs to requirements of the work
- Navigate change, enable business agility and drive innovation
- Identify core values to bring authentic self to leadership
- Set intention and carry into whole life leadership

Outcomes

- Strengthened strategic thinking abilities
- Greater sense of confidence and accountability
- Ability to think conceptually to visualize the future and open up globally and creatively
- In-depth understanding of key leadership attributes
- Communicate with presence
- Heightened team-building skills and utilization of team diversity
- Connection to a strong network of experts
- Understand others perspectives through knowing yourself more with an emotional intelligence lens

What Companies Gain

Organizations who build leaders through **Defining Leadership** gain employees who are self-aware. They understand what motivates people, how people respond to goals, and can link measurable results to business success. This investment in developing leaders builds a stronger, more engaged, trusted and inspired workforce. ICAN inspires valuable employees to be authentic, proactive enablers of business success.



Defining Leadership for Women

\$4,500

Orientation: September 18
Session 1: September 19-20
Session 2: October 19-20
Session 3: November 9-10
Session 4: December 7-8

Defining Leadership for Men

\$4,500

Orientation: September 27
Session 1: September 28-29
Session 2: October 26-27
Session 3: November 16-17
Session 4: December 14-15

Learning Tools & Assessments

Emergenetics®
HayGroup – Managerial Style Workbook
Emotional Intelligence Assessment
Interpersonal Influence Inventory
Ethical Lens Inventory (ELI) Assessment

Why Companies Use Defining Leadership to Develop Leaders

To reward high achievers and connect them to a influential network of successful leaders. More impactful and enduring than cash rewards, an investment in Defining Leadership *acknowledges and affirms* your commitment to their development.

To retain leaders who *build teams better than before*, who are *more effective working up and out* across the organization and who *bring greater economic value to the company*.