

Leadership is about understanding people. But understanding people is first about understanding yourself.



## DEFINING LEADERSHIP

ican INSTITUTE FOR CAREER ADVANCEMENT NEEDS

**“An experience that shaped me to be a better leader. No other training could do it.”**

Defining Leadership Graduate

### Sample Learning Tools and Assessments

- Emergenetics®
- Managerial Style Workbook
- Emotional Intelligence Assessment
- Interpersonal Influence Inventory
- Ethical Assessment

## 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 48+ hours of instruction.

### Defining Leadership for Women

*Contact ICAN for pricing options.*

Orientation: September 22  
Session 1: September 23-24  
Session 2: October 21-22  
Session 3: November 18-19  
Session 4: December 9-10

Fall 2021

## 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.

## 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.

**“Defining Leadership gave me the inspiration, confidence and skills to be my authentic self. I am a better person, contributor and leader because of it.”**

Bridget K., Defining Leadership Graduate

## 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

- Learn how to make trust, accountability, and conflict resolution a shared responsibility
- Apply cutting-edge framework to assess needs, characteristics and dynamics of a team
- Ability to move beyond the tasks and become a strategic leader
- Learn powerful processes from leadership assimilation to building business cases
- Gain real-time experience – coaching, resolving conflict and providing feedback
- Tangible tools to immediately apply

## Method & Format

- Four 2-day sessions over 4 months
- 48+ hours of virtual face-to-face instruction
- Small group interaction in between sessions
- 1 hour of Individual Coaching

**“Defining Leadership = Leadership DNA. It gave me a different lens of myself, my career, my future. I believe in it because I also see the transformation in others.”**

Marsha G., ICAN Board of Directors & ICAN Program Graduate