

This is a broad-spectrum leadership course for senior leaders, managers, supervisors, group leaders, and high potential professionals. The topics and training create a much higher caliber of leader. The course contains content not normally found in other leadership courses, such as body language or having principled accountability discussions.

The course is experiential and lively, including humorous stories, role playing examples, magic illusions, videos, and other ways to make the information memorable for the participants. Have fun while you learn vital skills. **Content updated for 2024!**

This course can also be customized for family groups. Leadership teams can select topics for emphasis, and all content can be put in terms of the specific industry or location. The program is flexible in terms of time needed and content covered.

*5 x 4-hour sessions • Register online at [GreaterRochesterChamber.com](https://www.GreaterRochesterChamber.com).*

*Seminars are held online via virtual platform. You will receive a link 24 hours before the start of this training directly from the trainer.*

## **Session 1 – Leadership, Motivation, and Culture**

1. Group brainstorm and discussion on the nature of success
2. Key learnings from Napoleon Hill and Earl Nightingale
3. 10 Minute Self Evaluation (before training)
4. High level perspective on leadership – contrast leaders and managers
5. Lou Holtz DVD - Do Right (Video)
6. Theory from Maslow and Herzberg on motivation
7. Applying motivation theory in today's workplace. What has changed since COVID
8. Experiential self-motivation exercise
9. Surprising Motivation – Dan Pink (Video)
10. The essence of culture and how to build a culture of trust
11. Dealing with the problem of quiet quitting
12. Avoiding the leadership whack-a-mole syndrome
13. Achieving real Diversity, Equity, and Inclusion

## **Session 2 – Leadership and Building Trust**

1. The nature of trust
2. Sharing data on worldwide trends in trust
3. Defining trust and how it governs all aspects of a business. The impact of trust!
4. Measuring current trust level in your organization
5. Discussion of types of trust and things that affect it
6. Appreciative inquiry - what is already working well
7. Mike Krzyzewski on the power of living good values (video)
8. The “Leadergrow Trust Model” and the leader’s role in building trust
9. Demonstration of “The Ratchet Effect”
10. The power of understanding the “I AM RIGHT” Button
11. Trust builders and trust busters
12. Stephen M.R. Covey’s New Book “Trust and Inspire”
13. Data on the link between trust and organizational performance (including financial)
14. Trust and accountability – hold people accountable in a principle-centered way
15. Healing a breach of trust
16. Role play on trust compromised
17. Trust during a merger, acquisition, or other major change initiative
18. Lessons from the COVID years

## Session 3 – Communication and People Skills

1. Emotional Intelligence - the key to good leadership
2. Personality tests - uses and misuses
3. Organizational politics – avoiding the pitfalls
4. My Stroke of Insight - Jill Bolte Taylor (Video) on how the brain works
5. Conflict management and resolution
6. Dealing with personality disorders (bullies, narcissists, passive, etc.)
7. Difficult employees role play
8. Interview with Stephen M.R. Covey (Video)
9. VAK model - Improving the connectedness with people
10. Improving online communication (e-mail) - eliminate numerous problems
11. Reflective Listening Skills
12. Communication styles of the different generations
13. Reading and controlling Body Language
14. Rumor control
15. Improving meeting effectiveness
16. Stress reduction
17. Teamwork exercise

## Session 4 – Organizational & Corporate Skills

1. Building a great Strategic Framework
2. Flexing in times of global unrest. Avoiding panic
3. Values, Vision, Mission. Get these right
4. Exercise on great visions. Contrast great with poor visions
5. Increasing your customer focus. Avoid the traps
6. SWOT analysis (Strengths, Weaknesses, Opportunities, Threats)
7. Managing Behaviors. Critical but often overlooked
8. Developing an excellent strategy
9. Enrolling People – the key to alignment
10. Common Management Traps in using data (with role play)

## Session 5 – Integrating Work and Your Life

1. “Triple Crown Leadership.” Content and videos by Bob and Gregg Vanourek
2. Managing Change. 9 step model to successful change initiatives
3. Theory from “Good to Great” - Window/ mirror analogy etc.
4. Jim Collins – Author of Good to Great on Level 5 Leadership (brief Video)
5. Negotiation skills -many key skills
6. Mentoring - the power and the precautions
7. Training your brain to think differently
8. Improving utilization of time
9. Plotting your future with accuracy
10. Tips about money
11. Obtaining a balance in life
12. Change Your Mindset and Change Your Life– Colin O’Brady (Video)
13. Giving back – build your own legacy

### **FREE Bonus: Access to two excellent video programs. (30 short videos in each program)**

1. Building higher trust
2. Reducing Conflict in Organizations

A certificate of completion will be provided after the training.

Series Cost: \$485: Greater Rochester Chamber members | \$585: Non-members

**Questions? [Cassidy.Franklin@GreaterRochesterChamber.com](mailto:Cassidy.Franklin@GreaterRochesterChamber.com)**



**Bob Whipple, MBA, CPTD**

*CEO, Leadergrow*

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International expert on Building Trust in organizations. Lifetime Achievement Award Winner as Top Thought Leadership in Trust by Trust Across America: Trust Around the World. Named BEST Consultant by CNY ATD. Author of five books on trust and over 2000 articles and videos on trust and leadership. Certified Professional in Talent Development by ATD.

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