



Career/Life Alliance Services, Inc.

Dynamic Leadership Boot Camp

Career/Life Alliance Services, Inc. (CLAS) created Dynamic Leadership Boot Camp curriculum to develop the most critical skills for success at each level of leadership. They are grounded in these core leadership skills; Trust, Communication, Agility and Relationship Intelligence. Our programs are deeply personal and impactful for each learner. CLAS's proven model of development integrates assessment, challenge and support, helping leaders internalize essential lessons and create action plans for improvement. Each session is facilitated by two trainers to ensure engagement and comprehension.

Module 1. Foundation of Leadership

Learning Objectives:

Prepare for management or leadership role through self assessment

Build a common leadership language within an organization

Increase personal effectiveness and performance through best practice sharing

Review Motivation Theories and apply to today's increasingly diverse, multi-generational, mobile and virtual work force. Examine organizational leadership and managerial best practices that ensure personal and organizational integrity:

- Explore meaning and significance in producing work outcomes that satisfy employee motivators
- Recognize disengagement behaviors of withdrawal, burnout, coasting, resistance and their negative impact
- Bridge and invest in relationships and employee / team support
- Communicate powerfully to influence and be influenced

Competencies:

- Establish credibility with diverse audiences
- Lead with purpose
- Present for dynamic influence
- Deliver results
- Embrace flexibility
- Tolerate ambiguity
- Understand one's own values and culture



Module 2. Trust is the Operating System

Learning Objectives:

Make trust the operating system in the workplace an explicit goal

Measure the impact of a low trust relationships and organizations

Assess level of trust, present and needed, in work relationships

Identify and close the trust gaps that exist in the organization

Listen actively to what people are really saying in order to keep trust

Build an action plan for creating high trust relationships with all key stakeholders

Use the Language of Trust as an important cultural lever

Competencies:

- Internalize a communication style of integrity and trust
- Optimize communication skills by speaking with impact one-on-one and in groups
- Integrate the 13 Behaviors of High Trust Leaders (*Stephen MR Covey, Speed of Trust*)
- Healing the breach of trust

Module 3. The Art & Science of Communication

Learning Objectives:

Understand communication styles and perceptual filters through self-assessment and ongoing awareness

Manage diverse personalities (bullies, introverts, passive, etc.) through applied course activity

Improve connectedness with people both face-to-face and through virtual communication

Listen reflectively for self and team learning

Adapt message, pace, and personal power to fit your audience

Leverage body language for power and impact

Set and communicate clear expectations

Integrate simple communication effectiveness tactics through storytelling and inspirational speaking

Provide peer feedback and practice improvement coaching



Competencies:

- Communicate to diverse groups in diverse settings
- Understand communication styles and how to work with them
- Leverage the power of non verbal communication and listening
- Share impactful communication to groups
- Understand the impact of new communication technologies

Module 4. The Agile Leader: Adapting the Message to the Audience

Learning Objectives:

Identify your core message and outcome needed

Value people of different cultures and cultural adaptability, and widen perspectives through inquiry and conversation

Rapidly change (or be changed) to fit new circumstances by getting out of your comfort zone

Break down mental scripts (*this is how we have always done it.*) and open to emerging futures

Motivate audiences to take action

Competencies:

- Increase emotional and organizational intelligence
- Recognize and act on unique situations
- Engage others in "out of the box" thinking
- Lead by example

Module 5. Delivering the Message (Presentation Skills)

Learning Objectives:

Understand that how we appear impacts the message

Lead with presence

Focus your attention

Tell the story and grab others' attention

Apply self-observation and applied learning in real time

Competencies:

- Knowing how to assess your impact and self correct
- Leading yourself first
- Fast and accurate adaptation of message for presentation to match the audience
- Basic short story telling for impact
- Improvisation techniques for flexibility

Module 6. Relationship Intelligence

Learning Objectives:

Understand the structure and power of social networks

Identify and apply feedback, feed-up and feed-forward methods

Integrate elements of relational communication for expanded emotional bandwidth

Message, content, context, style, tone and voice

Design your own relationship network

Competencies:

- Basic knowledge of how to conduct social network analysis and assessment
- Three basic levels of relational communication
- How to structure an interaction
- Building a proactive personal Board of Directors

What Participants Receive from Becoming a Dynamic Leader

A unique and highly interactive two-day program that focuses on the four core leadership skills developed from research by authors Trina Hoefling, Dr. Charles Grantham and President of CLAS, Kathy Kacher.

Participants will receive:

- The Leadership Self Assessment
- Communication Self Assessment
- Social Network Analysis
- Video tape presentation of themselves with feedback
- Other standard program materials and takeaways
- Experiential activities (indoor)
- A memorable experience, with lessons that stick and an action plan that transfers



Duration: 2-day
Webinar delivered in 6-90 minute sessions