

The LionHeart Leadership Program

A year-long adventure in learning and accomplishment!

- **Are your business results less than satisfying?**
- **Are you or your managers struggling to motivate people?**
- **Do you need your most talented people to step up to increased responsibilities?**
- **Do you have more amazing opportunities than you can keep up with?**
- **Is your work environment depleting your energy, full of conflict, or grinding your spirit down?**
- **Is too much of your time being spent intervening with problems others should be taking care of?**
- **Are you burning yourself out without a realistic end in sight?**

If you are a leader you have a lot of problems and opportunities. Your biggest ones involve people. That's the nature of the job. Ideally, you would like to resolve all of your problems on your own. However, the complexity of today's business environment requires you to keep up with too many priorities and responsibilities where you have no real control.

You need some fresh ideas and coaching support to exert greater influence with the people who impact your success.

Left on your own, you will eventually figure out what you have to do to both succeed and survive your success. But our learning can come at the expense of profitability, productivity, and our quality of life. Short term workshops are not long enough to really master the skills you need to produce meaningful results.

The Solution:

The LionHeart Leadership Program gives you the tools and coaching you need to solve big problems and take better care of yourself.

Over the course of a year, you will receive leadership tools to resolve the "live" challenges in your organization. Participants more effectively advance their projects by working with their employees, colleagues and the people above them with new leadership skills. Through the LionHeart Leadership Program, you will see improved personal productivity with less stress, growing collaboration, and results that meet or exceed your expectations.

Hundreds of our graduates have attributed the following to their experience in the LionHeart Leadership Year-Long Program:

- **Multiple and consecutive "Best Year Ever" improvements to their bottom line**
- **The ability to make their most fulfilling contributions to their company**
- **Greater project results through innovative teamwork and collaboration**
- **The permanent relief from stress-induced illness: burnout, panic attacks, headaches, and many others**
- **Expanding confidence with new challenges**

- **Improved effectiveness working through obstacles**

What is included in this year-long leadership program?

Initial Leadership Capability Assessment

Each participant completes a comprehensive self-assessment of their leadership capabilities.

This assessment provides an in depth understanding of a leader's strengths, areas needing improvement, and new capabilities that need to be developed. Used as a benchmark throughout the program, this assessment helps the person to track their growth and new abilities as a leader.

Two Day Intensive Program Launch

Participants are lead through an intensive experience which has several outcomes:

1. **Participants envision, define the scope of, and gain a deeper understanding of how to lead their “Project of Excellence.”** This project can be an existing work project that they are currently involved in or a new endeavor, but in both cases it will require growing their skills and challenge them to experience greater personal fulfillment.
2. **Each participant learns how to resolve their biggest challenge around leading others or implementing their project.** We help each person see where they hold back from giving their best contributions. Through exercises and one-on-one coaching each person receives specific feedback and guidance on how they can find the wisdom to work through their biggest challenge. They receive powerful tools for creating this change and developing greater self-responsibility in their leadership.
3. **Each participant creates a personalized practice to access their inner wisdom.** Each person learns how to use their internal cues of thoughts, emotions, and body sensations to refine how they can develop better solutions more quickly. Participants create a practice of reflection for accessing their inner wisdom to discover their own innovative solutions to resolve their challenges.
4. **Each participant learns how to advocate the value of their project more effectively.** In every project, getting buy-in from decision makers, employees, and support staff is critical to ensuring ongoing progress. A leader that can communicate the value of another person's contribution to the success of a project builds greater willingness and support from others. Participants receive coaching and group feedback on their ability to inspire and engage others with their project.

Project Management Tool

Each participant uses a Project Management outline which provides a “back of a napkin” template for implementing their project. Once a leader finds their creative inspiration, all they need is enough clarity to get started and the understanding they will refine their plan as they go. This tool includes the following:

- **High level definition of project intention with specific desired results**
- **The people they will need to involve – including how they can help and what's in it for them**

- **Necessary resources and initial cost benefit analysis**
- **Anticipated obstacles and what is needed to overcome them**
- **Project execution and tracking of significant accomplishments**
- **Leadership skills developed or enhanced that improved project results**
- **Completion and value of project results**
- **Lessons learned**

Monthly Facilitated Group Class

Every month, participants meet for a half day to receive guidance and structure for advancing their project, learn new leadership skills, and get specific coaching to resolve problems they are struggling with. As a result, projects move forward on a regular interval, problems are dealt with quickly and effectively, and participants have a greater sense of accomplishment and satisfaction.

Monthly Wisdom Group Meetings

Every month between classes, participants meet with each other to advance their projects, resolve challenges that arise, and practice coaching one another. These meetings help participants integrate new leadership skills, hear about how others in the program have resolved similar challenges, and feel the camaraderie of not learning alone.

Exercises, Assignments, and Readings

Every month between classes, participants are asked to complete specific assignments around advancing their project. They are also asked to apply their new leadership skills on their project. They also receive reading assignments that help them develop new leadership abilities, describe innovative ways of working through challenges, and inspire them to grow their accomplishments.

Final Leadership Capability Assessment

At the end of the course, each participant is asked to reassess their leadership capabilities. This final assessment provides a valuable benchmark of how each participant has grown their leadership capabilities in comparison to their original assessment. It also highlights the skills they intend to develop over the next year and reinforces the notion of being a “lifelong learner”.

For more information on the LionHeart Leadership Program email Paul Werder at paulw@lionhrt.com

Cost of 2008 Programs: 3000.00