

Prepare your emerging leaders to
make a bigger impact, sooner with our ...



LEADING WITH COURAGE — WORKSHOP —



FIVE BENEFITS OF THE WORKSHOP

- 1 Stepped up readiness of high potential, emerging leaders for more demanding roles
- 2 Heightened understanding of the nine behaviors that derail a leader's career
- 3 Earlier awareness by emerging leaders of their strengths and blind spots
- 4 Identification by participants of what they need to stop, start or continue doing to improve their effectiveness at collaborating with others, implementing their plans, and creating a sense of esprit de corps and trust.
- 5 Increased retention of high potential, emerging leaders because of the investment made in their development

KEY FEATURES OF THE WORKSHOP

- Based on the Amazon best-seller *Being A Leader with Courage: How To Succeed In Your C-level Position In 18 Months Or Less*
- Interactive learning experience with individual and small group exercises woven throughout the workshop that keep participants fully engaged
- Workshop co-facilitated by Lee Eisenstaedt, author of "Being A Leader With Courage" and Trent Clark, an Entrepreneur Organization (EO) member, keynote speaker and top-rated mentorship facilitator
- Each participant receives a copy of "Being A Leader With Courage" and a workbook
- Live, learning reinforcement webinar after the workshop
- Choose from three levels of insights:



Workshop + Self Assessment



Workshop + 360 Assessment



Workshop + 360 Assessment + Coaching Session

WHY THIS WORKSHOP IS DIFFERENT

- It's co-facilitated by a senior executive with significant C-Suite and international experience and a certified executive coach who coached in Major League Baseball and went to the World Series three times.
- Outcomes are measured through pre- and post-workshop feedback using the proprietary Leaders With Courage 360 Assessment.
- We provide a team of vetted, certified executive coaches with expertise in mentoring and interpreting assessments to counsel participants and help them grow their leadership skills after the workshop.
- Participants pair up with an "accountability partner" for the entire program so they can learn from each other during it and leave the workshop having built at least one new, trusted connection.
- It's about preparing emerging and current leaders for the future and staying ahead of the curve -- it's not about playing catch-up or a charm school.
- Content includes segments on culture, listening, delegation, challenging the status quo, and building a high-performing team.



TO LEARN MORE CONTACT US



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LEADING WITH COURAGESM WORKSHOP

WORKSHOP OBJECTIVE

Prepare high-potential, emerging leaders, in any business setting, to make a bigger impact, sooner by increasing the self-awareness of their strengths and blind spots.

WORKSHOP TRIGGERS

- Losing sleep over the number of baby boomers you have in senior leadership positions and how you haven't begun to identify or groom their replacements.
- Nervous about the retirement / succession plans of your senior leaders and the gaps their absences are going to create among your employees/staff, customers/clients, and prospects.
- Anxious that your high-potential employees are not ready for broader, more demanding roles.
- Dissatisfied with your organization's bench strength and leadership pipeline.
- Surprised that some of your high-potential employees left you for other opportunities because you weren't preparing them fast enough for leadership roles.

WORKSHOP DELIVERABLES

- Awareness of the nine behaviors that can derail a leader's career including: not respecting an organization's culture, attempting to do too much, and sticking with an under-performer too long.
- Personalized "Red Flag" report that highlights the career derailers each participant needs to be alert to based on their leadership self-assessment.
- Understanding of the eight elements that are directly correlated with superior organization performance.
- Insights from self-assessments of leadership, delegation skills, listening skills, networking effectiveness, and comfort level with the status quo.
- Tools participants can apply immediately upon returning to the office including:
 - Six key questions to ask to increase understanding and alignment
 - Model for deciding what, when, how and to whom to delegate
 - Three models for evaluating and retaining a high-performing team
- Feedback from an unlimited number of raters – your boss, direct reports, and internal and external colleagues – and one-on-one coaching to help interpret it (when the optional 360 Assessment with coaching is part of the workshop).

THREE IDEAS FOR USING THE WORKSHOP

- 1 Leadership Development For Your Organization:** Prepare a group of emerging leaders from your organization for what lies ahead.
- 2 As a Client/Customer Appreciation Event for Your Best/Better Clients:** Show how much you care about your customers'/clients' businesses and their future by inviting their emerging leaders to a workshop you sponsor, replacing a golf outing or similar entertainment event.
- 3 Forge Deeper Relationships With Another Organization:** Use as a "meet & greet" between your organization and another with which you want to build a lasting relationship (e.g., a law firm and a bank, or a manufacturer and its largest customer), by inviting an equal number of emerging leaders from your respective organizations to attend the workshop you co-sponsor (who are then paired-up as "accountability buddies").

ABOUT YOUR WORKSHOP FACILITATORS



Lee Eisenstaedt, author of *Being A Leader With Courage* and Founder of Value Drivers, LLC. He helps current, new, and emerging leaders make a bigger impact, sooner. Lee has nearly four decades of experience as a senior finance and operations executive in the U.S. and Europe and received his MBA from Northwestern University.



Trent Clark is a former MLB coach with the Detroit Tigers, Cleveland Indians and Los Angeles Angels with three World Series appearances and over 25 years coaching experience. He has founded seven different businesses and works extensively with entrepreneurs and senior management/ leadership

NINE BEHAVIORS THAT CAN DERAIL THE CAREER OF A NEW OR EMERGING LEADER

Based on the research conducted by **Lee Eisenstaedt** for his Amazon best-selling book
Being A Leader With Courage

1 FAILING TO HONOR THE ORGANIZATION'S CULTURE

"Culture eats strategy for breakfast" (Peter Drucker) and attempting to create and implement a strategy that's incompatible with an organization's culture is probably not going to succeed. Instead, leaders need to understand and work with what they've got.

2 BECOMING ISOLATED

Leaders can get into the trap of thinking they need to be self-sufficient. In the early days of a new role especially, that is not the case. This is a time for building relationships and discovering interdependencies.

3 COMING IN WITH THE ANSWER

Arrogance is a known career staller. But sometimes arrogance is rooted in insecurity. When leaders feel that they have to act the part, have all the answers, appear decisive, and establish a directive tone, these behaviors can be counterproductive.

4 STICKING WITH THE EXISTING TEAM TOO LONG

When leaders give existing team members too many chances, they risk losing credibility in the eyes of their A players and customers. Failure to build a high-performing team and deliver results quickly enough can be difficult to recover from.

5 ATTEMPTING TOO MUCH

In an effort to prove that they can handle multiple simultaneous challenges, perhaps due to not knowing what, when, how, and/or to whom to delegate tasks, some leaders may end up looking foolish or burning out. It also applies to a failure to focus on fewer, bigger strategic initiatives.

6 BEING BLIND TO INNOVATION OR NOVELTY

Not seeing or reacting to changes in their situation can cause leaders to rely on old tricks.

7 LACK OF ALIGNMENT

The job specs and objectives that were documented and communicated as part of the selection process are not the same as the expectations held in people's minds. Different stakeholders and team members can view a new leader's role very differently.

8 LACK OF A WINNING STRATEGY

If a leader can't bring an effective strategy to the business and see it through—whether due to a mismatch in skill or vision—that leader will not be effective in his or her role.

9 OVERPROMISING

Given the pressure to make an impact, leaders can be tempted to make commitments that are not realistic in terms of timing, results, investment, etc. Telling stakeholders what they want to hear rather than what they need to hear can lead to a losses in credibility and trust that cannot be regained.

