

Teleos Leadership Institute’s *Leadership Development Consortium* is an initiative that has grown out of client requests for a way to support their managers and leaders growth – including their ability to inspire and lead change – in an impactful and cost effective way. The *Consortium* provides a developmental space for current and future leaders from a variety of backgrounds to come together to develop their own leadership skills and learn competencies that create a resonant climate and drive impactful change in your organization. Our approach is based on decades of research, is highly innovative, and delivers sustainable results.



Topics covered in this three-part series of two-day workshops include Teleos’ core content of developing deep self-awareness, resonant leadership, influencing, managing conflict, and leading change in complex organizations. Sending your leaders to the *Consortium* will not only allow for development of leadership skills, but provide an opportunity for them to learn from a wide-range of leaders and industries, develop a learning and networking community, and experience a one-of-a-kind program that truly embraces and supports leadership change and growth – all in a cost effective manner. The *Consortium* is ideal for individuals and teams responsible for leading change in organizations, and for individuals who want to enhance their leadership presence while learning how to build positive relationships and climates where people can change and flourish.

### Participant Outcomes

- Deep awareness of personal strengths and opportunities for growth
- Connection of personal values and noble purpose to the organization’s mission and new initiatives
- Understanding of resonant leadership and how to create a positive climate where individuals thrive
- Strong collegial relationships that support conflict management and reduce uncertainty during change
- Knowledge of types of resistance to change and how to use basic coaching skills to help individuals move past resistance
- Increased coaching skills and an understanding of how to productively lead difficult change conversations
- Tools and methods for inspiring individual and collective change first in self, and then in others
- A personal and team action plan for leading change

Knowing  
Self

Building  
Strong  
Relationships

Leading  
Change

\*Group discounts are available for organization’s sending three or more participants.

\*The 2016 Leadership Development Consortium will take place at Teleos Leadership Institute’s headquarters just outside of Philadelphia, PA. Along with a dynamic learning experience, participants will enjoy a catered lunch, snacks and program materials at no additional cost.

## Leading Self

*Leading Self* sets the foundation for the Consortium by allowing participants develop deep self-awareness of their strengths and self-management challenges. They begin to connect their personal values and noble purpose to your organization's mission and strategy. Participants use their growing self-awareness to practice managing themselves and influencing others in the workplace.

**Develop** greater self-awareness of strengths and how personal values and purpose connect to organizational mission and goals

**Learn** renewal strategies, influence styles and a guide for influence conversations

**Practice** influencing conversations and self-management

**Create** clear and relevant goals for the course and an influence conversation plan

## Creating a Resonant Climate

Participants increase their understanding of team dynamics and their own impact on team climate in the *Creating a Resonant Climate* session. They learn and practice fundamental coaching skills and leadership styles that support the development of others. Participants also identify their dominant conflict style and practice having productive conflict conversations through multiple lenses.

**Develop** greater awareness of biases, team dynamics and personal impact on workplace climate

**Learn** different leadership and conflict styles, leadership coaching, and stages of team development

**Practice** coaching conversations, conflict management, and giving feedback

**Create** an organizational map and a difficult conversation action plan

## Catalyzing Change

*Catalyzing Change* continues the path of your participant's growth by providing a deeper understanding of how individuals and teams go through change and how the change process can be impacted by systemic factors. Participants experience resistance to change, practice having change conversations, and receive feedback on a personal workplace change challenge from an expert during the session.

**Develop** an awareness of self-limiting beliefs and various change challenges

**Learn** stages of human change and change dynamics in a system

**Practice** change conversations, overcoming resistance, and presenting change ideas to your organization

**Create** a Capstone Project to present and implement at work

Pre-program, Intersession & Post-Program Work: Skills application practice, coaching calls and relevant resources