

# Impactful Leadership for High Potentials

The following agenda is a sample and subject to change.

## Day 1

9:00 am - 10:30 am ET

### Session 1: Leading in Complex Systems

- The myth of a “specific case”
- Leadership at all levels
- How to give credit and recognize the work of others
- Case study group exercise

10:30 am - 10:45 am ET

### Break

10:45 am - 12:15 pm ET

### Session 2: Leadership for Others

- The differences between leadership and management
- The three main functions of leaders and three main aspects of leadership
- The importance of vision
- Case study group exercise

12:15 pm - 1:15 pm ET

### Lunch Break

1:15 pm - 2:45 pm ET

### Session 3: Leading Groups

- The pitfalls of group decision-making, including groupthink, the Abilene paradox, and group polarization, and how to overcome these challenges
- Strategies for improving group decision-making
- Executing decisions and acting fairly
- Case study group exercise

2:45 pm - 3:00 pm ET

### Break

3:00 pm - 4:30 pm ET

### Session 4: Leading Groups, continued

## Day 2

9:00 am - 10:30 am ET

### **Session 5: Leading Change**

- The roles of management vs. leadership in organizational change
- The three phases of successful change: unfreezing, change, and refreezing
- Push/pull leadership strategy
- Hands-on group exercise

10:30 am - 10:45 am ET

### **Break**

10:45 am - 12:15 pm ET

### **Session 6: Leading Change, continued**

12:15 pm - 1:15 pm ET

### **Lunch Break**

1:15 pm - 2:45 pm ET

### **Session 7: Leading by Listening**

- What listening looks like, and what it does not look like
- Effects of good listening on performance
- Hands-on small group exercise

2:45 pm - 3:00 pm ET

### **Break**

3:00 pm - 4:20 pm ET

### **Session 8: Leading Culture**

- What organizational culture is and the different ways culture manifests
- The importance, benefits and liabilities of organizational culture
- Diagnosing culture: uncovering what's really important and how to get things done
- Formation, reinforcement and change
- Hands-on small group exercise

4:20 pm - 4:30 pm ET

### **Course Debrief and Wrap-Up**