

# CRACKING THE CODE ON LEADERSHIP™

## Why Leadership?

Leaders today have to be ready to adapt, to move quickly, to forget yesterday and to create new strategies for tomorrow. If being a leader was only about hitting your numbers, or driving the troops to meet their quotas, then leadership would just be a math formula to be learned and repeated. But leadership today is more art than science. The challenge is not how you get people to act more like a leader but rather how you get them to think like one. You need revolutionary thinkers and activists to create extraordinary results for your company's future.

*"...In business as in art, what distinguishes leaders from laggards, and greatness from mediocrity, is the ability to uniquely imagine what could be."*

Gary Hamel and  
C. K. Prahalad  
*"Competing for  
the Future"*

## Program Format

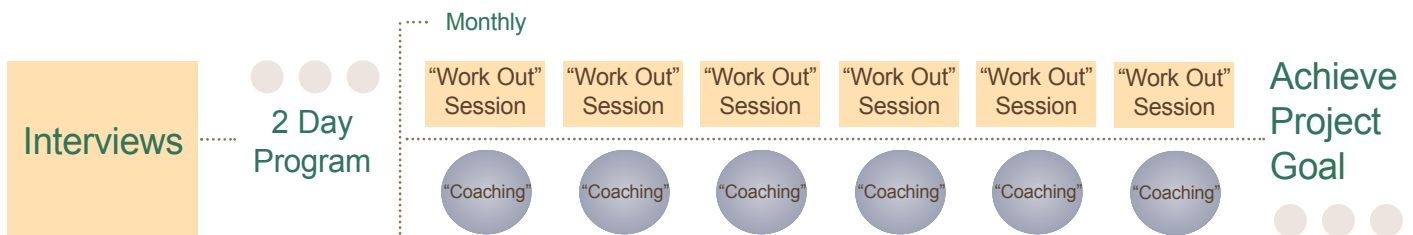
'Cracking the Code on Leadership'™ is designed for managers and leaders at all levels. The purpose of the program is to build new leadership capabilities that are a match for today's business needs and demands.

*"This is the first time in the history of business that you can be great at what you're doing today and be out of business tomorrow."*

Ken Blanchard  
and Terry Waghorn  
*"Mission Possible"*

- The entire curriculum consists of a two-day initial program and three six-month leadership modules.
- Participants begin with the two-day program and the individual leadership module.
- Upon completion of this first module, they elect to enroll in the subsequent modules.
- All modules include six 1 ½ hour individual telephone coaching sessions.

## Program Timeline



## Begins with a Two Day Program

- Disappear "I need more time" as a barrier to achieving extraordinary results.
- Unleash the creativity and innovation that is dormant within your organization.
- Manage results from a position of leadership rather than as a victim of circumstance.
- Having people focused on building a future rather than justifying the past.
- Develop a new leadership mindset focused on growth and possibility.

## Module One: Individual Leadership

- Six full-day monthly "Work Out" Sessions.
- Have conversations that cause accountability and elicit commitment in others.
- Develop an ability to connect and relate to people without necessarily liking them.
- Six 1 ½ hour long monthly Personal Coaching Sessions.
- Increase productivity and performance by narrowing the gap between intentions and results.
- Cause a shift from producing incremental results to exponential results.

## Module One: Coaching Sessions

Each month, members of the program will engage in personal business coaching sessions with a LRC consultant. The design of these coaching sessions is to create platforms from which to think— critical exchanges that redefine what is possible as a leader and what is possible for the organization. We examine fundamental issues and barriers that impact an individual's overall performance.

### Areas of Focus:

- Thinking from the "whole" versus their department or function.
- Communication that generates ownership at all levels.
- Having the "hard to have" conversations that make a difference.
- Establishing strategic and tactical direction and aligning key constituents.
- Engaging the organization from a position of leadership versus authority.
- Managing the results needed for today while developing a vision for the future.

## Follow-up Modules

### Module Two: Organizational Leadership

- Grasp the ability to create high-performance teams.
- Disrupt complacency and generate a sense of urgency.
- Learn to be a successful coach.
- Shift from "talking things to death" to acting with commitment, velocity and power.
- Create an aligned workforce and organizational culture to obtain breakthrough results.

### Module Three: High Performance Leadership

- Learn to create a vision and align people behind it.
- Create a strong, deep leadership bench.
- Stimulate change and disappear fear and resistance.
- Diminish the fear of taking risk in your organization.
- Learn to be comfortable in the face of ambiguity

LRC International - Growth Leadership Experts™