

SELF:

Successful Executives' Leadership Forum

What sets great companies apart? They create better leaders!

According to the latest leadership survey from the Hay Group,* Best-in-Class organizations develop leadership talent from within by

1. Offering leadership development programs that prepare leaders to deliver on organizational goals and strategies, and
2. Giving leaders opportunities to develop and practice leadership skills.

Best-in-Class organizations value different leadership skills. Leaders at top organizations are valued **less for technical expertise** and **more for interpersonal skills** that promote influence, teamwork, and inspiring others.

Leaders often start out as experts in their field and need to build additional skills to lead others well. Supporting this transition from **content "Expert"** to **influential "Leader"** is precisely the goal of SELF: the Successful Executive's Leadership Forum. SELF is an extended leadership development program designed to propel rising stars toward their full potential as leaders.

Taught by practitioners and executive coaches, SELF delivers a uniquely practical and substantial leadership development opportunity. Academic programs teach tactics and strategy: the "what" of leadership. **SELF immerses participants in the "how" of leadership:** how to

- ☎ Take responsibility for one's impact, learning and maturation,
- ☎ Build interpersonal and collaboration skills,
- ☎ Navigate power dynamics with integrity, and
- ☎ Discover the consequences to the larger organization when initiating change.

SELF is formatted to achieve customized and applied learning. Participants meet for ten session days over nine months, to engage in learning, facilitated dialogue, leadership projects, and peer-group coaching. Sessions are augmented by a 360° leadership assessment, six individual executive coaching sessions and an organizational consultation.

"Success in the knowledge economy comes to those who know themselves—their strengths, their values, and how they best perform."

—Peter Drucker

"If you limit your choices, you lower your odds."

—Kurt Vonnegut

REFERENCE

*The 2010 Leadership Development Survey administered by the Hay Group is available at:

http://www.businessweek.com/careers/special_reports/20100216/best_companies_for_leadership.htm

Click on: "Selected Results..."

“Leaders grow; they are not made.”

—Peter Drucker

Features

- 10 Days of Working Sessions
- 6 Individual Coaching Sessions
- 1 360° Leadership Assessment
- 1 Organizational Consultation

Schedule

2010

October 27-28
November 17
December 15

2011

January 26
March 9
April 20
May 18
June 22-23

*Two-day sessions held on Wed., Thur.;
Single-day sessions held on Wed.;
Coaching sessions and organizational
consultation are additional and
scheduled individually.*

Class Limit: 24

**Creating Influential Leaders &
Sustainable Organizations**

Participants will learn the “how” of leadership by applying concepts, creating a leadership development plan, implementing a leadership project, and building both the skills and capacity to rise to their unique professional challenges. ***Focused learning produces tangible outcomes!***

“Leaders grow, they are not made.” To engender growth and maturity, SELF approaches leadership development from three perspectives:

- ☎ Heightening awareness of one’s subjective experience of leading,
- ☎ Building interpersonal skills, and
- ☎ Learning to navigate well in one’s organizational power structure.

Participants will learn ideal practices and assess how leadership is practiced in their own organization. They will discover how colleagues perceive them as leaders. Each will receive 360° feedback from respondents chosen from their own organization and professional network. Six individual coaching sessions will be provided to prepare for and receive feedback, as well as to construct and implement an individual leadership development plan. Participants’ plans will be designed to build on their strengths and help them meet current challenges effectively.

Each participant, acting individually or teaming with others (both within and outside the program), will implement a leadership project in her or his organization. The project will practice and stretch the participant’s leadership skill, provide visibility, encourage mentoring relationships in her or his organizations, and produce organizational learning.

The ***SELF facilitator to participant ratio (1:12)*** balances the benefits of group sharing and experiential learning with a focus on individual and real-life issues.

Lead Facilitator

Linda M. Garverick, Ph.D. is an engineer, leadership consultant, and executive coach. She coaches technically trained leaders and female executives in the technology, financial planning and healthcare sectors and delivers custom leadership development programs.

Dr. Garverick founded and led a technology company before becoming a leadership consultant. She has a Ph.D. in Electronic Materials from the Massachusetts Institute of Technology and has completed professional education at the Gestalt Institute of Cleveland and the Weatherhead School of Management, Case Western Reserve University.



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