



Leadership Foundations

Core Competencies	Participants will be able to:
Foundation	<ul style="list-style-type: none"> • Use the “whole-person paradigm” to tap into others’ full creative potential. • Define the 4 Imperatives of Great Leaders
Inspire Trust	<ul style="list-style-type: none"> • Model honesty and integrity • Demonstrate character and competence • Create an action plan to improve trust • Understand the 13 behaviors of high-trust leaders • Increase influence with peers and direct reports • Earn respect of others
Clarify Purpose	<ul style="list-style-type: none"> • Think strategically • Balance rigorous personal thought and analysis against team feedback and involvement • Understand the “job-to-be-done” (for the employee, for the team, for the company) • Improve business acumen and apply it to everyday work
Align Systems	<ul style="list-style-type: none"> • Understand that success is in the systems • Influence a key system of talent—attracting, developing, positioning, and rewarding people • Adopt a key system of individual execution—getting the right things done • Identify “Wildly Important Goals” • Create lead measures that affect the goal • Build a compelling scoreboard to measure progress • Implement a cadence of accountability for results to peers and managers
Unleash Talent	<ul style="list-style-type: none"> • Affirm worth and potential in others • Help others find their “voice” • Discover unmet needs on your team • Create value in your current role • Surface your unique talents and abilities • Define a personal contribution that is aligned with the team’s purpose • Manage performance • Help others succeed by “clearing the path.”