

Making it Stick

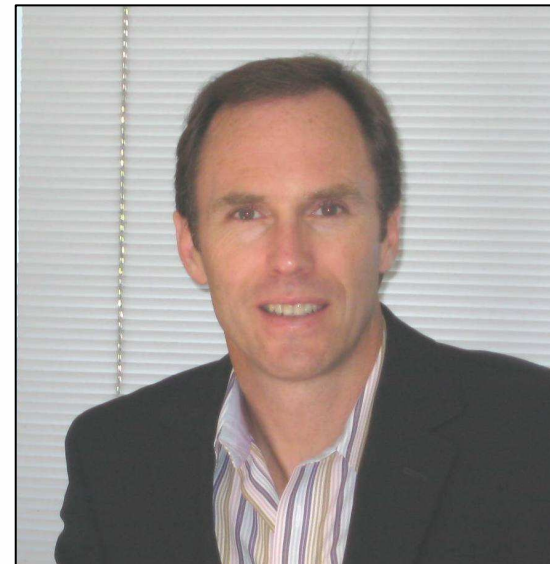
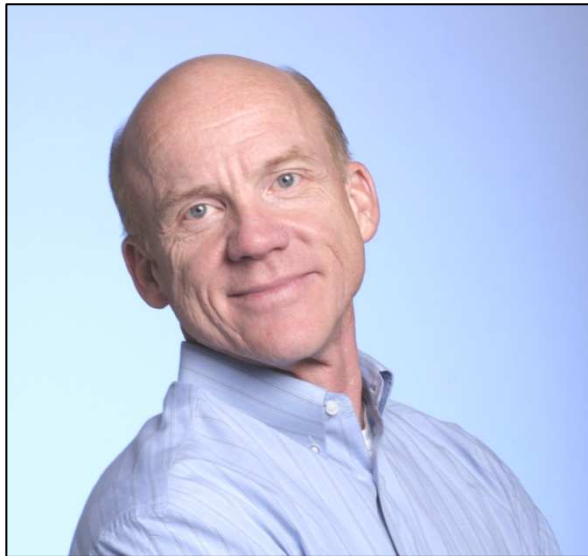
...from workshop to performance
improvement

Webinar Starting Shortly

Dial in (641) 715-3222

Access Code 698-515-124

Your Presenters



Gregg Thompson & **David Parks**

President

Vice President

Author of *Unleashed!*

Co-author of *The Leadership Experience*

We are not in the 'learning' business. . .



. . . we are in the business of RESULTS

Leadership Development: Making it Stick!

Leadership Development: Making it Stick!

Today's Agenda

3 Program Design Parameters

6 Workshop Design Elements

Leadership Development: Making it Stick!

3 Program Design Parameters:

1. **Grounded in a Universal Model**
2. **A Personal Development Journey**
3. **Clear Path to Behavior Change**

Leadership Development: Making it Stick!

6 Workshop Design Elements:

1. Appreciative Environment
2. Confrontation
3. High Engagement
4. Personal Accountability
5. Application Coaching
6. Performance Breakthroughs

Leadership Development: Making it Stick!

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3 Program Design Parameters

#1

**Grounded in a
Universal Model**

A Universal Model: The Four Timeless Labors of Leaders



#2

**A Personal
Development
Journey**

The Leadership Development Continuum



About Me

One-on-One

Leading Teams

**Organization
Leadership**

Authenticity

Coaching

Innovation

Alignment

#3

A Clear Path to Behavior Change

BOLD

Performance Systems

bluepoint
Leadership Development

Business Results

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D

Business Results

Organization Outcomes

L

D

Business Results

Organization Outcomes

Leadership Agenda

D

Business Results

Organization Outcomes

Leadership Agenda

Do

Participant Question:

“How can an organization best measure the ROI on its leadership development efforts?”

George

6 Workshop Design Elements

Workshop Design Elements

1. **Appreciative Environment**
2. **Confrontation**
3. **High Engagement**
4. **Personal Accountability**
5. **Application Coaching**
6. **Performance Breakthroughs**

Workshop Design Elements

1. Appreciative Environment

2. Confrontation

3. High Engagement

Learning

4. Personal Accountability

5. Application Coaching

6. Performance Breakthroughs

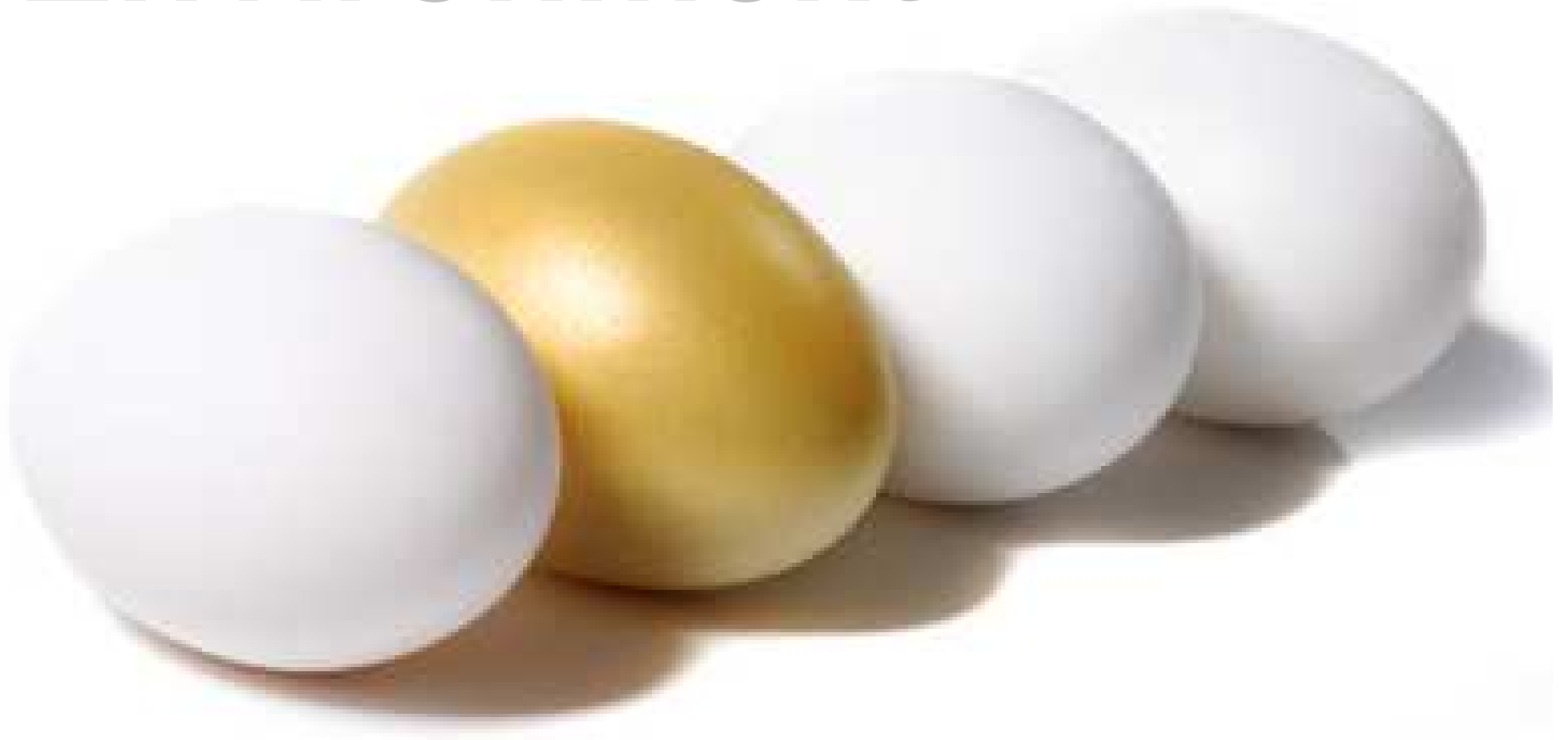
Workshop Design Elements

1. Appreciative Environment
2. Confrontation
3. High Engagement

4. Personal Accountability
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Application

Appreciative Environment



Appreciative Environment

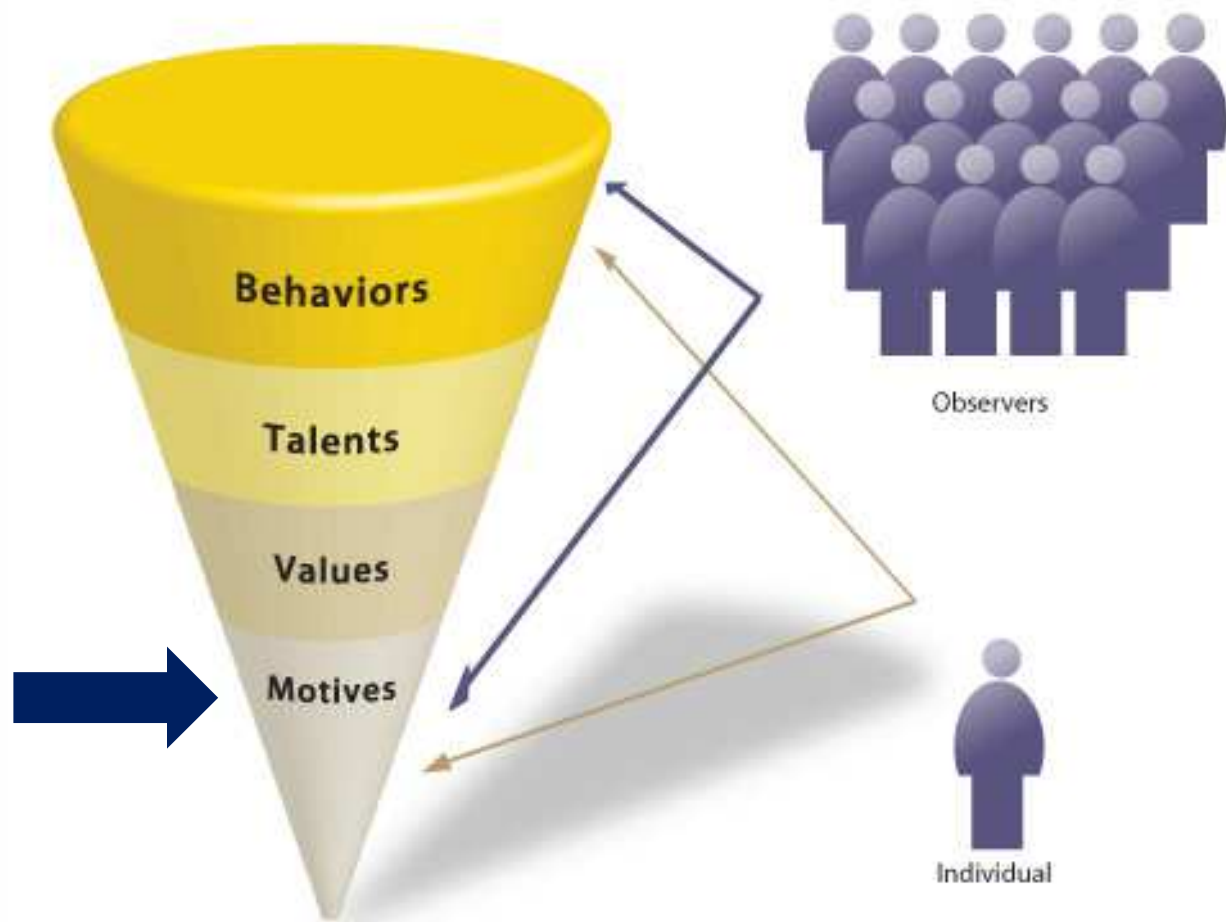
- Talents
- Passions
- Values
- Success inventories
- Potential bigger games
- Legacy focus
- Career aspirations
- Appreciative feedback

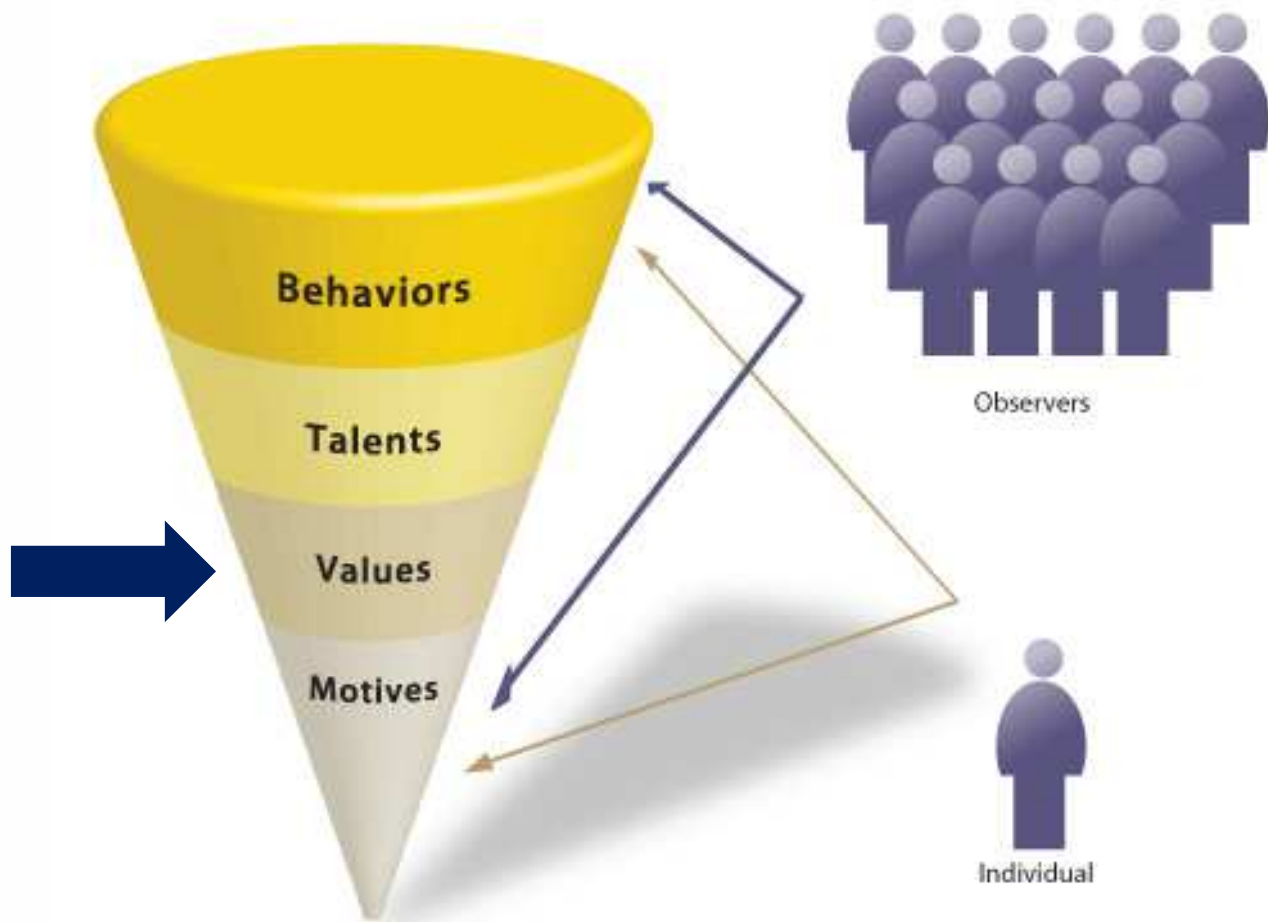
Confrontation

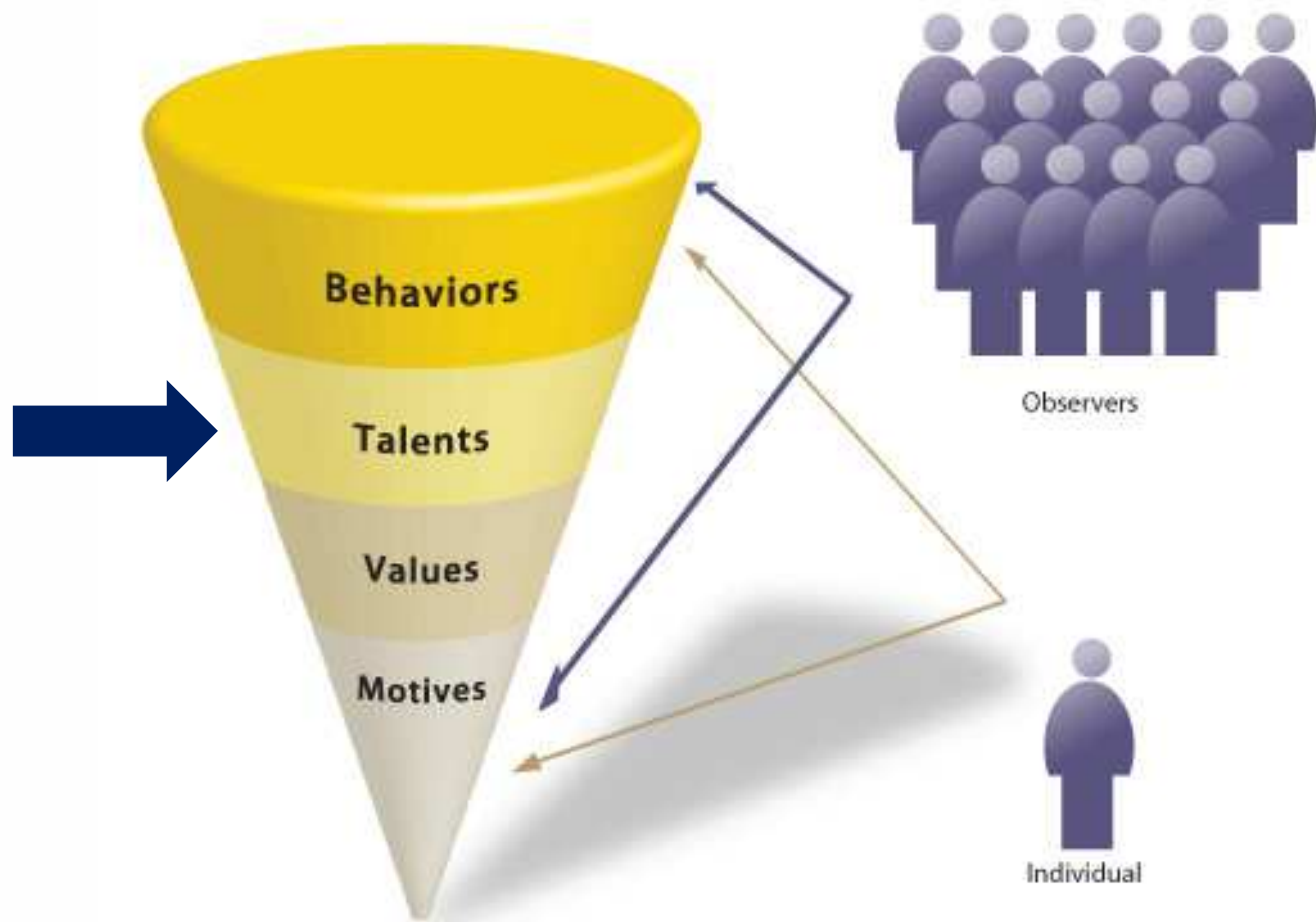


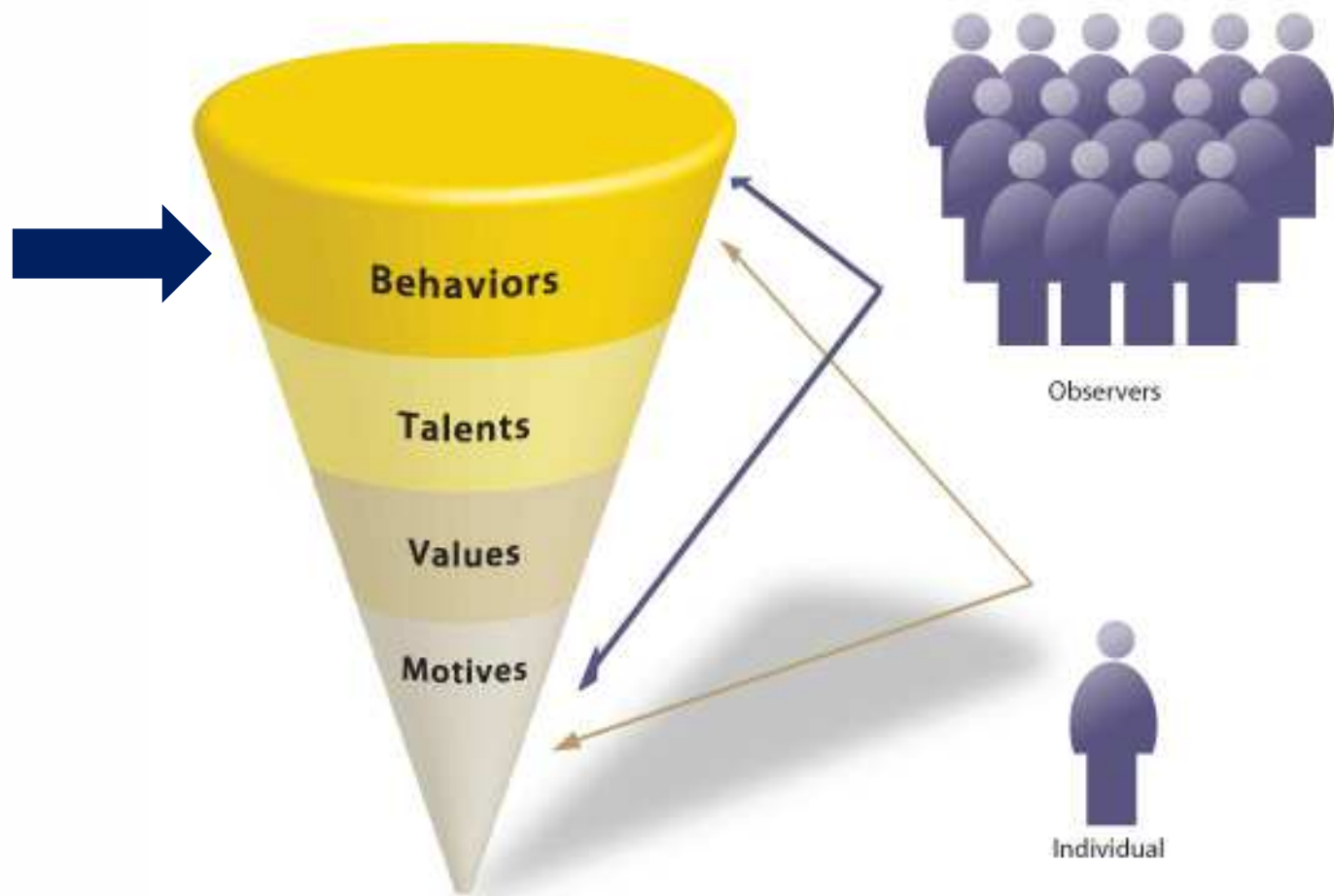
Confrontation

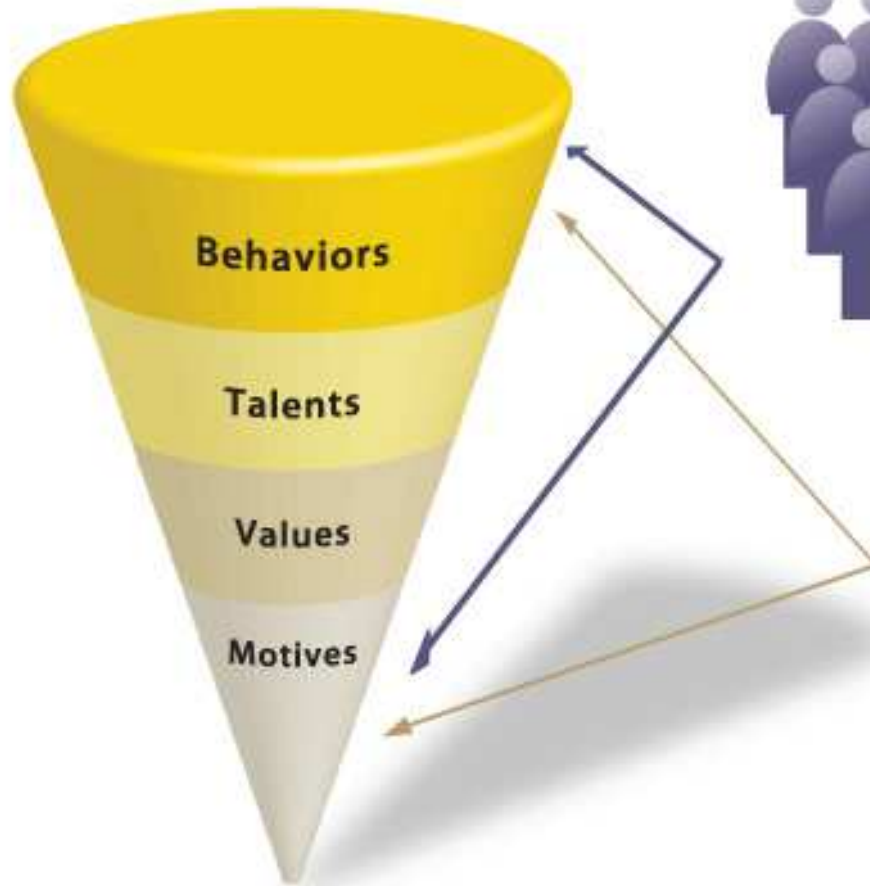
- Multi-rater assessments
- Self-assessments
- In-workshop feedback
- Values, passions and talent inventories
- Self-reflection
- Coaching
- Business and organization challenges
- Leadership opportunities
- Facilitator feedback











Observers



Individual

Participant Question:

“In your experience, how do managers typically respond when approached for input by a workshop participant prior to the event”

Cynthia



High Engagement

Engagement

“Anyone who thinks there’s
a big difference between
entertainment and *education*
knows nothing about either
subject.”

Marshall McLuhan

Typical Instructional Design Components

- Lecturettes
- Multi-rater assessments
- Simulations/innovation projects
- High impact experientials
- Self assessments, online and/or in-class
- Video case studies
- Movie clips
- Peer coaching
- Participant communication delivery
- Discussions/debates
- Unusual, avant-garde experiences
- Story-telling

Personal Accountability



Personal Accountability

- Perspectives, plans and promises
- Cohort commitments
- Coach follow-up sessions
- Multi-rater assessment re-takes
- BOLD® Performance Break-through System

Application Coaching



Coach This?

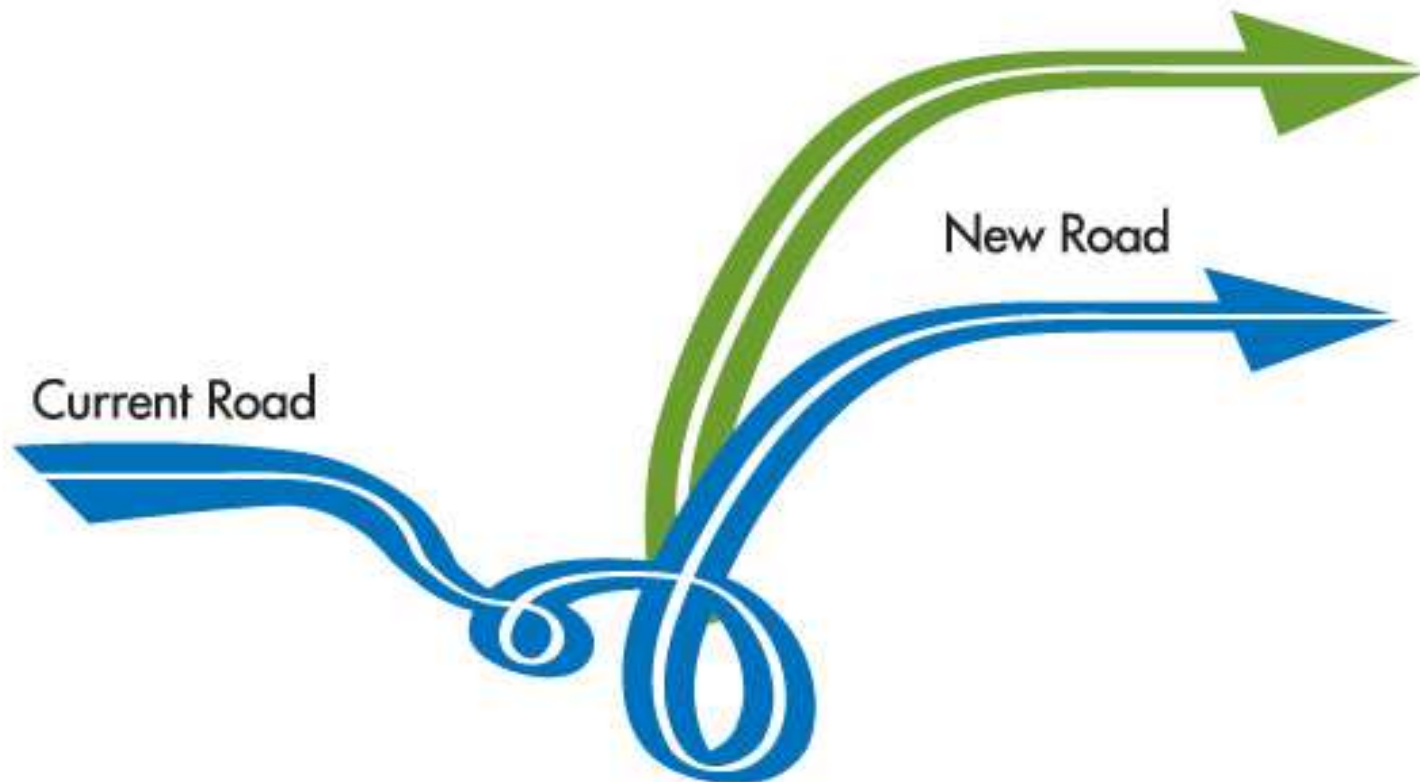




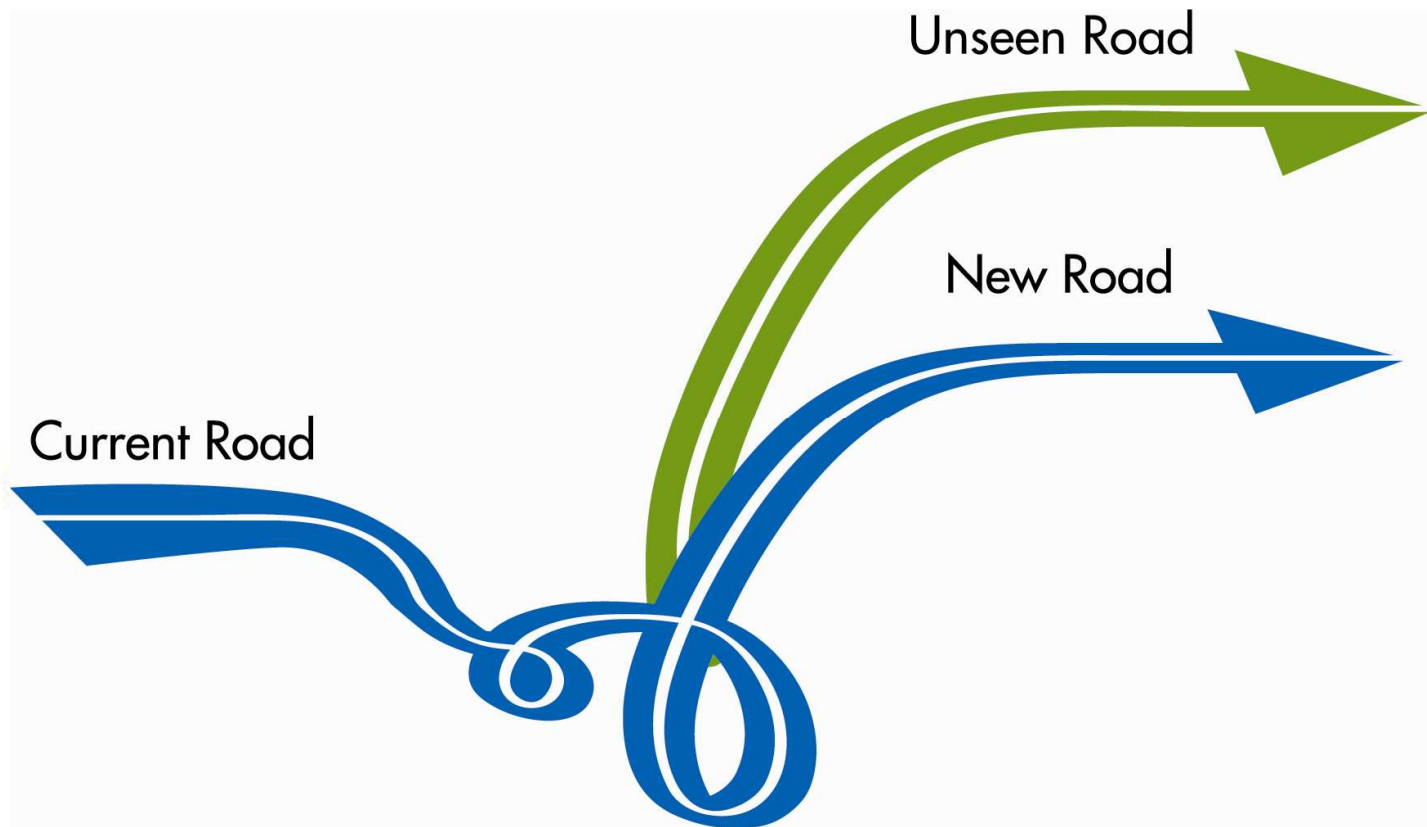
Application Coaching:

Stop, reflect,
learn,
challenge
oneself and
prepare to
move forward
as a leader.

Application Coaching



Application Coaching



A person is captured in mid-air, jumping with their arms raised high in a 'V' shape. They are silhouetted against a bright, overcast sky. The person is wearing dark clothing and sneakers. The scene is framed by two vertical tree trunks on either side. The text 'Performance Breakthrough' is overlaid in the center in a bold, blue, sans-serif font with a white drop shadow.

Performance Breakthrough

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“Leadership, like swimming, cannot be learned by reading about it.”

Henry Mintzberg, McGill University

We help accelerate
the natural
development of
leaders...

...by designing and
delivering
exceptionally
challenging learning
experiences.

Thank you!



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Gregg Thompson

Leader As Coach Workshop
March 25-26, 2008
JW Marriott Hotel, Atlanta GA

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