

Leadership Alexandria Sample Work of Leaders Curriculum

Session 1 – Work of Leaders Assessment Debrief

Prior to the kickoff of the program, participants will complete an electronic assessment that evaluates them on a range of behavioral continua associated with the Work of Leaders. During the session, each participant will receive a report and participate in a debrief on how best to use the instrument for personal development. At the end of the session, leaders will be provided with an Individual Development Plan (IDP) worksheet that they can use to target specific growth areas throughout the program. They will not need to submit the IDP to anyone, but they will be asked to share it with their leadership circles and incorporate developmental discussions into that group work throughout the program.

After the first session, participants will have the option to schedule a 30-minute one-on-one session to further discuss their results and get ideas for personal development.

Session 2 – Developing Eyes for Vision

At its simplest, a vision is an imagined future state. While it is important to be clear about where our organizations are headed, truly great leaders can capture ambitious visions that compel people to create something of unquestionable value, serve stakeholders in an unparalleled fashion, and/or reinvent the way we do our business. In this segment, we will learn a framework for uncovering and promoting visions that are made to inspire.

Session 3 – Building Alignment through Organizational Communication

Alignment refers to the act of getting buy-in for the vision from everyone who will have a role in making it a reality. Alignment ensures that people are on the same page, both from a task and an emotional perspective. Effective multi-dimensional communication is essential to this process. In this segment, we will learn about what makes messages stick and the different mechanisms available to leaders to solicit input, share information, and navigate sensitive topics.

Session 4 – Championing Execution through Honest Feedback

Feedback is how we learn, and it is how we ensure that we are accomplishing our best work. Yet, many of us struggle with addressing problems directly or giving meaningful praise. In this segment, we will review techniques to maximize the value of feedback to facilitate learning and higher levels of individual and team performance.

Session 5 – Learning Reflection

During this segment, participants will review their past agendas to uncover their most memorable learning moments. They will be asked to review past leadership development content to pinpoint frameworks that they have found particularly valuable. Then, they will take these reflections and make commitments in their small groups to how they will continue to grow as leaders in the future.