

# LEADERSHIP DEVELOPMENT PROGRAM

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DEVELOP STRATEGIC  
AGILITY, INTUITION,  
AND LEADERSHIP  
PRESENCE

Like many technical capacities, there is a science and skill behind what makes great leaders successful. But true leadership, the kind that makes a difference, requires far more than an expertise of facts and theories. It requires the art of presence and practice. It requires strategic agility and full contact with who you are and what you bring to your situation.

This program takes you on that journey and unlocks your capacity to lead. It challenges leaders to think strategically about their situation and what they want to achieve. It equips them to master the science, develop the art, and practice the daily choices that bring their leadership to life.

Our Leadership Development Program is a nine-month intensive, cohort-based experience that immerses leaders in the mindset and skills they need to lead and achieve in complex, fast-paced environments.

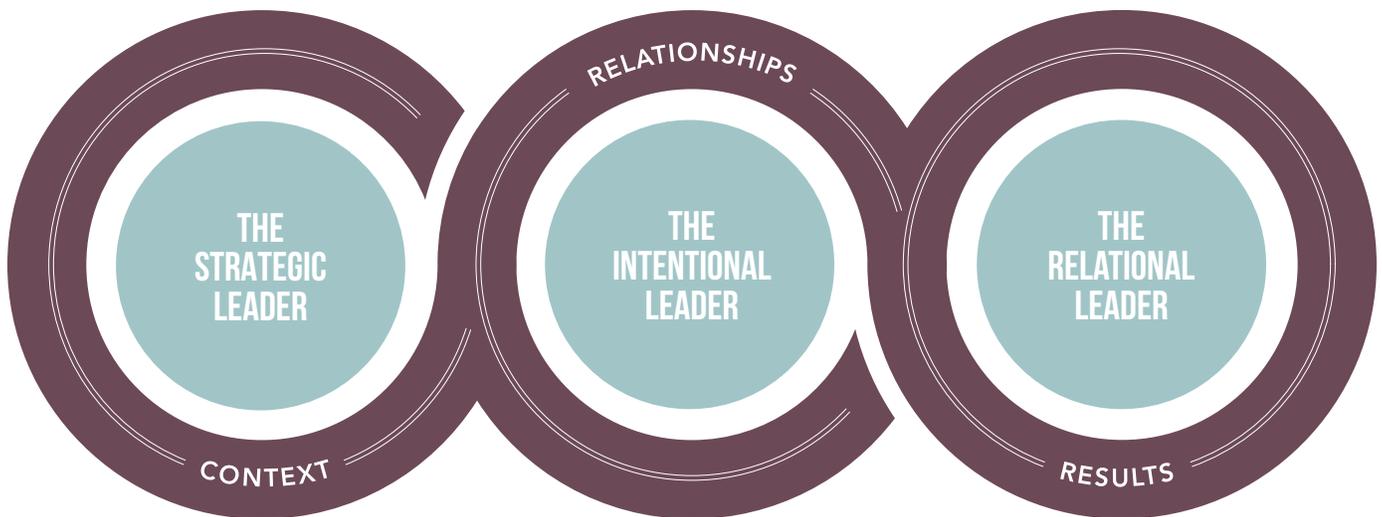


# THE EXPERIENCE

This program focuses on three leadership stances through which participants learn to understand the context in which they lead, set forth a strategic direction towards what is possible, mobilize others to deliver results, and demonstrate the personal courage necessary to make choices that matter. The program brings participants together as a cohort, creating a learning community in which participants explore and share their insights and growth with others on the same journey.

Leadership is an art, science, practice, and choice that defines you and mobilizes others and organizations to succeed.

## Our Leadership Stances



### LEADING ORGANIZATION

The strategic leader sets direction and clarifies purpose to align, anticipate, lead change, and innovate.

### LEADING SELF

The intentional leader makes deliberate choices to lead in ways that create productive environments and enable peak performance.

### LEADING OTHERS

The relational leader mobilizes others to contribute their full potential, achieve shared goals, and support organization-wide success.

# LEARNING OUTCOMES

This learning lab gives you the ability to...

## Be a Strategic Leader

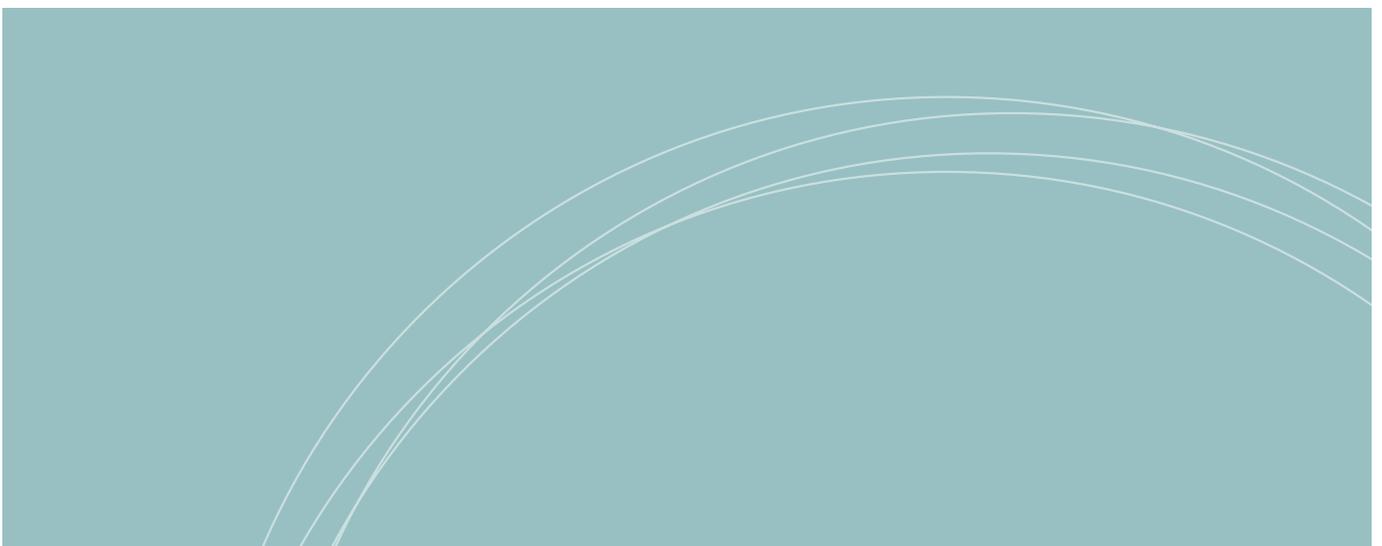
- See the bigger picture, create shared vision, and articulate a way to get there
- Influence and navigate the speed and direction of change
- Align the organization to execute strategy and drive high performance
- Use and shape culture deliberately to achieve desired organization outcomes
- Choose and adapt your decision-making style to meet the needs of your situation

## Be a Relational Leader

- Build and leverage connection down, up, and across your organization to mobilize others for shared purpose and results
- Build trust, manage power difference, and adopt a collaborative stance
- Navigate conflict in a way that harnesses different perspectives for mutual purpose

## Be a Intentional Leader

- Manage and maximize your impact through awareness and choice
- Respond with agility to a constantly changing external environment
- Communicate persuasively to inspire others and convey personal principles and emotion
- Lead mindfully



# OUR DIFFERENTIATORS



## **Our curriculum is tailored and relevant.**

This program is designed for leaders who want to shape organization culture, set bold goals, and achieve strategy. We combine the latest in leadership research with practical, real-world application, coaching, assessments, and action learning.



## **We leverage context, relationships, and results.**

Leadership requires making choices to adapt to context, build relationships, and seize new results. This program supports leaders in understanding what their situation requires and how to make choices to achieve the results and relationships they want.



## **We support participants in realizing deep change.**

Unlocking inner leadership capacity is a deep and personal change journey. This program is designed to stretch and challenge leaders with compassion to help them dive deeply into the mindset they need to succeed.



Our leadership program is refined from decades of coaching, consulting, and developing senior leaders in government, corporate, and non-profit environments. Through our approach and proprietary leadership tools, we equip leaders to lead effectively in high-pressure, complex, and paradoxical environments to achieve strategic, political, and personal success.

# LET'S GET DOWN TO BRASS TACKS.

<b>Cost</b>	\$6,500.00
<b>Duration</b>	10 days spread out over nine months
<b>Date</b>	Begins October 2016
<b>Average class size</b>	15-20
<b>Who should attend</b>	Leaders (all levels), change leaders, executives, high-potential managers
<b>Location</b>	Falls Church, VA; We often run this program on-site in our clients' facilities



OUR CRED\$



program effectiveness in developing new mindsets, skills, and leadership effectiveness



of leaders reporting that our development programs changed their way of leading

“This program had a significant impact on my life and leadership. Years later, I still reflect on my lessons learned.”

**START YOUR LEADERSHIP  
JOURNEY TODAY.**

**CONTACT US.**



ChangeFusion helps organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and people. We do it with hard-hitting business acumen, heart, soul, and style. Call 571.405.6798 today to learn more.

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