



EVOLVING LEADERS EXPERIENCE

New class begins April 14, 2021

9:30 a.m. - 3:30 p.m.

Fortis Leadership Innsbrook Office

We are continuing to register for our next *Fortis Leadership Evolving Leaders Program*. We would love to have you as a part of our learning community. During our time together, we will be covering topics that are at the core of demonstrating effective leadership.

Our hope is that as you journey through the program you will share your experiences, as well as gain the collective wisdom of the group, and the facilitators.

PROGRAM HIGHLIGHTS

- Multiple assessments (including DiSC) that will provide a comprehensive snapshot of individual participant's leadership strengths, growing edges, and preferred style
 - 360-degree feedback assessment (*optional*)
 - Required reading from *Leadership Presence* and "real-time" assignments in-between sessions
 - Coaching between sessions (*optional*)
 - An *interactive* learning community with other leaders
 - Convenient off-site location to maximize learning
 - Lunch and refreshments are included
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Session 1: Developing Leadership Presence

April 14, 2021

1. Gain a snapshot of the 2021+ Workplace
2. Gain an introduction to *Leadership Presence* and discover your leadership best (companion reading)
3. Learn how to implement the Work of Leaders framework: Craft Vision, Build Alignment, and Champion Execution

Session 2: Leading a Diverse and Multi-Generational Workforce

May 19, 2021

1. Gain an introduction to the five generations in the workplace
2. Determine your strengths and growing edges as a multi-generational leader
3. Understand how important inclusion and belonging is as you foster diversity in and among your organization
4. Overcome bias and stereotypes
5. Learn how leaders engage each aspect of diversity
6. Prepare to launch your DiSC assessment

Session 3: Overcoming the Five Dysfunctions of a Team

June 23, 2021

1. Gain an introduction to the five dysfunctions of a team
2. Learn how to develop strategies to develop trust, master conflict, develop commitment, embrace accountability, and achieve results
3. Discover your DiSC style and those styles that are different than yours
4. Discover team rules of engagement that foster trust and build team cohesiveness

Session 4: Five Voices of Leadership

July 21, 2021

1. Recognize the characteristics of each of the 5 Voices of Leadership
2. Identify your primary Leadership Voice
3. Learn the strength and the growing edges of your Voice
4. Develop the ability to use your Voice to contribute the greater whole of your team and the organization
5. Commit to applying insights as you go about leading in and among your sphere of influence

Session 5: Engaging and Appreciating at Work

August 25, 2021

1. Learn the signs of disengagement in and among your team and/or organization
2. Discover what is at the heart of workforce engagement
3. Gain an overview of the five languages of workplace appreciation
4. Learn how to determine your team members preferred language of appreciation

Session 6: Leading Through Change and Graduation

September 22, 2021

1. Learn how to lead change effectively
2. Discover a business framework for change that you can introduce to your team that will help introduce change and manage change initiatives
3. Understand where those you lead are in the cycle of change
4. Learn to flex your leadership approach based on where each team member is in the change cycle
5. Learn the importance of demonstrating authenticity, affirmation, and accountability as you lead through change
6. Share your insights from the Evolving Leaders Experience and your Action Plan

To register please contact Jan Bazow at jan@fortisleadership.com
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