

# STRATEGIC LEADERSHIP MASTERY PROGRAM<sup>SM</sup>

## EXAMPLE OF EXECUTIVE TEAM LEADERSHIP DEVELOPMENT PROGRAM

### PRIOR TO SESSIONS

**Organizational Assessment:** Comprehensive Leadership Development Needs Analysis

#### TEAM DEVELOPMENT

#### INDIVIDUAL DEVELOPMENT

### MONTH 1 (2 HOURS)

Program Introduction

### PHASE I: PERSONAL MASTERY

### MONTH 2 (2 DAYS)

Introductory Session:

- Open Systems Analysis
- Strategic Leadership Challenges
- Active Learning in Executive Development
- Personal Mastery and Purpose in Leadership

Initial Individual Coaching Session:

- Introduction to the Coaching Process
- Initial Goals and Expectations

### MONTH 3 (1/2 DAY)

Communication Style:  
Impact and Application

Individual Coaching Session

### MONTH 4 (1/2 DAY)

Leadership Styles:  
Impact and Application

Individual Coaching Session

### MONTH 5 (1 DAY)

Career Development for Leaders:  
Active Learning

Individual Coaching Session

### PHASE II: INTERPERSONAL MASTERY

### MONTH 6 (1/2 DAY)

Emotional Intelligence:  
Impact and Application

Individual Coaching Session

### MONTH 7 (1/2 DAY)

Congruent Communication

Individual Coaching Session

### MONTH 8 (1/2 DAY)

Conflict and Negotiation

Individual Coaching Session

### MONTH 9 (1/2 DAY)

Performance Management

Individual Coaching Session

### MONTH 10 (1/2 DAY)

Performance Coaching

Individual Coaching Session

### PHASE III: ORGANIZATIONAL MASTERY

### MONTH 11 (1/2 DAY)

Working with Power and Politics

Individual Coaching Session

### MONTH 12 (2 DAYS)

Final Session:

- Leading Teams
- Group Decision Processes
- Strategic Change Leadership

