

# Discover Leadership: A comprehensive development program

## Program sample outline:

### Session 1: Self-Awareness using Emergenetics

Full day session

[Emergenetics](#) is a personality profiling instrument that outlines not only how individuals think, but their behavioral preferences as well. In my experience, it's one of the most effective instruments to employ in organizations today because it's easy to understand, interpret and apply yet robust in its accuracy! I have used Emergenetics as the foundation to help leaders understand not only their own strengths, but, more importantly, increase their awareness of others. It helps leaders learn to adapt their styles to others so they can be more effective leaders. Emergenetics serves as the foundation for everything else done through this leadership program.

### Session 2: The Role of a Leader

Full day session

Understanding management versus leadership

Understanding our role as leaders

- Manage projects and time
- Manage people
- Manage self

Putting it all together

- Activity

Summary: Individual insights & group reflections on today's learning

## Session 3: Effective Leadership Skills

Full day session

Delegation

- Learning how, when and why to delegate

Performance coaching

- How to give effective feedback
- The importance of documentation

Meeting Management

The Art of Listening

- Activity
- Debrief

Summary: Individual insights & group reflections on today's learning

## Session 4: When Things Go South

Full day session

Understanding How You Respond to Conflict

The role of the leader in times of conflict

Conflict as a positive force

Emergenetics & Conflict style

Strategies for Ensuring Accountability

- Conducting Productive Conversations
  - Practice Session
  - Debrief

Summary: Individual insights & group reflections on today's learning

## Session 5: Building a High-Performance Team

Full day session

Elements of High-Performing Teams

Managing Team Dynamics

- Activity

Summary: Individual insights & group reflections on today's learning

## Session 6: Option 1 Communication and Public Speaking Skills

Full day session

Designing a professional presentation

Speaking skills

- Embracing nerves and jitters
- Best practices

Impromptu speaking skills

- Managing the media

Practice Session!

Summary: Individual insights & group reflections on today's learning

Recommended: Graduation Celebration!

## Session 6: Option 2 Leadership Styles

Full day session

Understanding Your Unique Leadership Style:

- Emergenetics and your leadership style
- Situational leadership
- Adaptive leadership
- Distributive leadership

Closing activity

- Debrief

Summary: Individual insights & group reflections on today's learning

Graduation Celebration!

Would you like more information about how to customize this program to meet your organization's needs? Please contact Karen Main by phone at 720-272-3433 or by [email](#).

## About your facilitator:



Karen Main is the owner of Innovations in Training, a consulting firm specializing in leadership development, team building and process improvement services. Her programs utilize innovative techniques which engage employees in the learning process and this approach has earned her recognition from The Asch Center at Harvard University, Mountain States Employer's Council and the Association for Talent Development. Karen holds numerous certifications including Advanced Certification in Emergenetics®, certification in the ToP® method of facilitation, certification by the Harvard Kennedy School in "The Art & Practice of Leadership Development" and advanced degrees from the University of Colorado and the University of Denver. She is a popular speaker at conferences across the country. A recent transplant to Phoenix from Colorado, Karen is enjoying exploring the beauty of Arizona.