

# Leadership A2Y 2.0

## Assessment | Development | Influence - at home, at work and in the community

*Leadership 2.0 is ideal for current or future leaders seeking insight into their personal leadership style and enhancing their leadership skills, learning about components of leadership, identifying and assessing talent, and preparing talent for the future.*

### Assessment

Under the guidance of an organizational development professional, assessment tools will be utilized to provide attendees with a self-assessment of their individual leadership styles. Further discussion focuses on how different styles affect the success of an organization and how those styles are in turn affected by company culture, type of business, and growth stage of a business. A panel of local leaders will discuss real-life experiences in utilizing their leadership styles to grow their businesses, and the successful and not-so-successful experiences in their growth as leaders.

### Development

Monthly sessions will cover the primary components of leadership including assessment of organization talent, performance management, development and integration of talent, effective training, succession planning, organizational culture and its impact on employees and community, as well as crisis/change management. Each session will include hands-on exercises and panel discussions with business leaders in the community.

### Access

Each session will be facilitated by an experienced organizational development and or human resources professional. Also at each session, attendees will have the opportunity to learn from successful leaders in the community and explore how the experiences of these leaders may or may not relate to the present or future challenges for each attendee.

### Influence

Leadership 2.0's curriculum delivers knowledge critical to enhancing your professional career and current or future role as a leader in the business community. Beginning at the vital day-and-half-retreat, you will develop a broad network of relationships that carry on long after the program ends. Combining your improved leadership skills with new associates will allow you to better represent your business in the community.

# A2Y 2.0 Leadership

## 2.0 Class Schedule

**Retreat: September 29, 2015 - full day, September 30, 2015 - half day**

**“Know Yourself (Your Leadership Style)” – Leadership Assessment.**

Self-assessment of all participants and discussion on leadership styles and case studies of successful and unsuccessful leadership.

**October 28, 2015**

**“Know Your Talent” – Assessment of Talent.**

Assessment of talent to maximize effectiveness realized by getting people into right jobs. Discussion on position competencies, leadership potential for future higher level work, readiness for next level positions, and succession planning.

**November 18, 2015**

**“Know Your Talent” – Leadership and Leadership Development.**

How to develop leadership skills and effective leadership. Preparation of personnel for future leadership positions/roles. Getting employees in the pipeline to meet future strategic planning needs. Tools and strategies to develop talent and build bench strength.

**January 27, 2016**

**“Know Your Talent” – Performance Management.**

Integration of annual performance goals with the organization’s strategic plan. Differentiating annual performance goals from positional competency development goals.

**February 24, 2016**

**“You as a Leader” – Crisis Management and Change Management.**

Leading and promoting successful change within the organization in response to external and internal conditions and pro-actively to create/maintain a dynamic organization.

**March 23, 2016**

**“You as a Leader” – Ethics and Integrity.**

Graduation – Participants will graduate upon completion of this last course. Graduation ceremonies will occur toward the end of this final day.

