

Work of Leaders:
Leadership and 363-Degree Feedback
Total: 21 Hours

<u>DAY 1 – 7 hours</u>	
Module 1: Introduction	Learn about the DiSC model and how it informs the role of leader. Discover your leadership style and priorities on the Everything DiSC Leadership Map. Learn about the Everything DiSC Work of Leaders process and how your DiSC style influences your behavior in each step of the process.
Module 2: Vision	Learn three drivers of crafting a vision. Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness. Discover how you approach each driver of vision.
Lunch	
Module 2: Vision cont'd...	What is a great Business Vision Statement? So, what 's your vision? What problem is your company solving to make the world a better place?
Module 3: Alignment	Learn about three drivers of alignment. Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness.
Questions / Parking lot / Recap of day and next steps	

<u>DAY 2 – 7 hours</u>	
Review / Questions	
Module 3: Alignment cont'd...	Discover how you approach each driver of alignment. Simple steps your company needs to consider in order to align employees with the company's vision. Before you can align your staff with your vision for the company, you need a clear picture of where you want to take your business in the future. Define your major goals for the company in writing.
Module 4: Execution	Learn about three drivers of execution. Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness.
Lunch	
Module 4: Execution cont'd...	Discover how you approach each driver of execution. Approach to Feedback. Ways to Help Employees Execute Your Strategic Plan. Determine which strategy the team will use when developing an action plan.
Module 5: Action Plan	Learn about your strengths and challenges in the Work of Leaders process.
Questions / Parking lot / Recap of day and next steps	

<u>DAY 3 – 7 hours</u>	
Review / Questions	
363 Degree Feedback Tool	Review and discuss results. The next step - three things to focus on to improve effectiveness that can be put into action.
Module 5: Action Plan	Identify the benefits of improving on your challenge areas. Write an action plan for improvement in one challenge area.
Lunch	
Module 6: Review of Work of Leaders and Action Plan	Review of Application of Concepts Review of Strengths/Challenges Small-Group Review Full-Group Action Planning
Questions / Parking lot / Recap of day and next steps	

Productive Conflict - 6 Hours

<u>DAY 4 – 6 hours</u>	
Review /Questions	
Module 1: DiSC in Conflict	Develop a broad conceptual understanding of conflict and the guiding principles of <i>Everything DiSC Productive Conflict</i> . Develop a deep understanding of your own DiSC style in conflict. Learn about the other DiSC styles.
Module 2: Destructive Responses	Learn how automatic thoughts influence destructive behaviors. Identify and understand destructive conflict behaviors that you use. Recognize automatic thoughts that you typically have during conflict.
Lunch	
Module 3: Changing Your Response	Practice catching and reframing automatic thoughts. Learn a way to continue evaluating and improving conflict experiences.
DiSC Conflict Map	Discover productive and destructive conflict behaviors for each DiSC style.
Comparison Report	Learn about the <i>Everything DiSC Comparison Report</i> and how it can help people improve their relationships with others. Discover a new way to apply DiSC immediately and use it in your organization.
Questions / Parking lot / Recap of day	

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Total: 27 Hours