

THE LEADER POWER SERIES... putting YOUR leadership power in play.

THE LEADER POWER SERIES

The **Leader Power Series™** is an integrated and systemic approach to developing YOU as a leader. It is an extended learning program designed specifically for individuals responsible for guiding, developing and coaching people in organisations. It is deep learning, the type that requires you to explore your assumptions, beliefs and behaviors and to envision and become the leader you want to be.

It is learning about leadership and what a leader does and is an integrated approach that focuses on what you must know to lead, and how to bring your "SELF" into the leadership role. Leading is a people sport so it's about YOU, and your presence as a leader. It's about what you know and what you do with what you know that results in your ability to lead in a powerful way in organisations.

Your leader power comes from integrating three areas.



What you believe influences your behavior and creates the experience for others that results in powerful leadership. Think of leaders who influence others. They are authentic, consistent and powerful.

HOW WILL YOU BENEFIT

The **Leader Power Series™** is founded on a set of core competencies developed from more than 25 years working of with leaders. These competencies include systems thinking, change-leadership, communication, process management, and how to influence others.

Each workshop has a different leadership theme, but all have common elements such as developing your personal power, the action verb of "leading", experiential activities and processes that builds your commitment to continuous learning. We use an integrated learning framework as a tool to focus participants on their learning and on implementing new behaviors and practises as they apply their skills to self, team, business unit and/or their larger organisation settings.

THE LEARNING PROCESS OVERVIEW

The **Leader Power Series** is an extended learning process specifically focused on building leadership strength and competency in your organisation. Three primary elements form the foundation of the learning journey:

360° FEEDBACK PROCESS

We use a competency framework as a tool to help our participants focus on their learning and on implementing new behaviors and practices as they apply their skills to self, team, business unit and/or their larger organisation. We use a web-based 360° full circle feedback process to gather and compile before-and-after input from the participant and others.

CORE MODULES

The **Leader Power Series** is twelve days total and is comprised of 6 workshops (2 days each) every four to six weeks. All workshops combine pre-reading, experiential learning and individual and group application work.

APPLICATION WORK

Each module focuses heavily on real-time application right in the learning process. We know however, that it's also what you do back in your own environment that creates change. Participants are encouraged to keep an application journal, and to capture their learning journey as a self-reflection of the process.


Upon registration, each participant receives a pre-work package that includes selected pre-reading, self assessments and questions to complete prior to the program launch.

CUSTOMISED IN-HOUSE

The best way to increase your organisation's competency at change effectively is to bring The **Leader Power Series** in-house. We will customise the learning process to meet the specific needs and situation in your organisation. The quality of learning and integration is high when those who plan or facilitate change learn together and collaborate on how to lead powerful change in your organisation.

Send an email to converge@converge-group.com for further information and details about how we can make this process work for your organisation.

Module One LEARNING TO LEAD	Module Two LEADING BUSINESS SYSTEMS	Module Three LEADING POWERFUL CHANGE	Module Four LEADING PROCESSES	Module Five LEADING PERSONAL THROUGH PERSONAL POWER	Module Six LEADING ORGANISATION LEARNING
<ul style="list-style-type: none"> > Position the learning journey as a strategic organisation learning process. > Develop and understand leadership models, approaches and choices. > Learn how adults typically develop and the barriers and enhancers to learning. > Use a business systems thinking approach to see interdependencies in organisations. > Clarify the current and evolving role of the leader. 	<ul style="list-style-type: none"> > Apply the business system from the concepts to define value, business drivers and the impact of environmental change. > Develop increased understanding of business metrics. > Build fundamental business acumen. > Develop aligned corporate and business strategies that are integrated with all elements of the business system. 	<ul style="list-style-type: none"> > Use a change system framework to design organisational performance improvement. > Predict the system impacts of organization change. > Learn the role of the leader in effectively guiding real change. > Explore your personal approach to change. > Apply the change methodology to a live change project. > Learn concrete tools and processes to engage people in effective change efforts - short term & long term. 	<ul style="list-style-type: none"> > Learn where 80% of the breakdown in organisations happens and what you can do about it. > Know how to use process improvement tools to lead improvement initiatives. > Learn how to gather relevant organisational data and use appropriate analytical processes and tools for measurement of what is important to your team, function or business. > Apply measurement systems and methods to improvement initiatives. 	<ul style="list-style-type: none"> > Build your leader confidence through increased self-knowledge and awareness of your personal presence and impact. > Link sources of organisational and personal power and influence to leader success. > Identify and address organisational and personal conflict. > Strengthen your ability to work with conflict and tension, in yourself and with others. > Use a structured process for resolving conflicts. 	<ul style="list-style-type: none"> > Identify the differences between individual, team and organisational learning. > Learn about learning triggers and how to help others overcome the "fear" of learning. > Know how to be a really powerful coach. > Apply process look backs to evaluate learning and improvement possibilities. > Develop your go-forward leadership learning plan.

 **INTERESTED?** If you would like to talk about THE LEADER POWER SERIES, or other offerings by Converge, send an email to converge@converge-group.com

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**About Converge...aligning people,
process and performance**

Converge is a consulting practise with a reputation for excellence and an ability to handle the most challenging of projects. We excel at applying system thinking and methods for bringing people, process, and performance together to achieve remarkable results. Located in Calgary Alberta Canada, Converge has been supporting clients across Canada, the United States, Europe and Australia and SE Asia for over twenty years.



...putting
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play.



**2617 20 Street SW
Calgary, Alberta
Canada T2T 4Z4
t: 00111 403 266 0061
e. converge@converge-group.com

www.practitionerofchange.com
www.converge-group.com**

