

Authentic Leadership Program

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Who is this for?

Authentic Leadership Training & Development is a comprehensive program for organizations and companies invested in building an intentional, healthy and prosperous culture -- a culture where there is growth and profitability result from the investment in, and value of, the people who work there. Imagine a vibrant atmosphere of trust, acceptance, compassion and effectiveness; a place where people are recognized for their strengths and differences, celebrated for their successes; and where learning is an explicit value of all interactions. The benefit of this intentional culture is excellence, unity and freedom. Your people, valued and developed, provide the company with its competitive edge.

Why is this important?

Recognizing the importance of authentic leadership is fundamental for growing and sustaining a successful organizational culture. Building trust is the foundation of a healthy culture, and it is built on self-aware, honest and open leaders, all characteristics of authentic leadership. Leadership is essentially character, and it is difficult to develop character without self-awareness. It is essential for a company to have leaders who possess the conscious knowledge of their own character, their feelings, motives and desires. When you couple self-awareness with an effective response you model authenticity, and authentic behavior promotes trust. Leadership theorists now place a much higher value on trust; organizations are becoming more horizontal in design than vertical, making them more dependent on trust and open communications. Leaders can no longer trust in power, instead they rely on the power of trust. Winning with trust is

different; it's not a win-lose or a zero sum game. Everyone in the organization benefits from it.

What is an authentic leader?

We believe that authentic leaders know who they are and are comfortable in their own skin. Authentic leaders are congruent and unafraid to speak their truth. With authentic leaders, 'what you see is what you get.' Authentic leaders know, and are motivated by, deep values and convictions that connect them to the organizational goals and the community at large. They are willing to reveal their thoughts, feelings and desires. Authentic leaders take responsibility for their own actions, reactions and their own personal development. They are present, powerful and grounded. This means that first and foremost, authentic leaders realize that leadership starts with self and being self-aware is an inside job.

What is our training philosophy?

The model that has the most thorough results for authentic leadership involves training from the top down, and includes all employees. We teach the skills using an experiential and didactic format. We then practice the skills throughout the training, using real time work situations, offering feedback and coaching to reinforce the skills. The trainers' modeling of the new skill set is essential by the trainers so that the participants can 'get a feel' for what powerful, responsible communication looks like. Follow-up group coaching, individual coaching and continued practice is included for a long-term impact on the individuals and the organization. Additional training may be added, depending upon the needs and interests of the organization and the participants. We believe that new skills and behaviors have the best chance of sticking when they are consistently practiced with feedback from observers who are experienced in giving constructive feedback in the moment. Becoming an authentic

leader is a journey, and each person will have a unique path to get there. We maintain flexibility, ready to respond to what is happening in the room with the participants. Individual coaching sessions can highlight any gaps that need to be filled for the participants.

What are the program goals?

- ✓ to understand what an authentic leader is, what it means and looks like in action;
- ✓ to develop the skills to fully occupy the space of authentic leader;
- ✓ to know and use the skills on a steadily increasing basis; and
- ✓ to take responsibility for building a healthy, trusting work culture and a thriving, profitable organization.

When the training and coaching is complete, all employees can expect to have the confidence that they are becoming more effective leaders, to be more self aware, to have new communication skills and to experience what it is like to be fully present in relationship with others.

What are the components of our authentic leadership program?

1. **Large and Small Group Training**- to develop awareness of what it means to be an authentic leader; and to learn and practice new communication skills.

2. **Group Coaching** - to practice and reinforce what is learned, with practical coaching on real work situations. Group coaching is particularly effective because it allows participants to learn from others, including seeing things about themselves reflected in others.

3. **Individual Coaching** – to create a personalized development plan that highlights gaps on the path to authentic leadership, with coaching to close gaps and accomplish agreed upon goals.

What tools do we use in our program?

1. Skill group – a “real time” experiential group training that rapidly promotes self-awareness, immediate feedback, self-responsible language and active listening.

2. “The Empowerment Dynamic” -- a model of personal empowerment and an escape from the drama, blame and gossip that pervades many organizations. Participants quickly learn healthy differentiation and self-responsibility.

3. Embracing conflict -- We emphasize a user friendly view of conflict and lead participants through exercises that promote interest based solutions, one of the most important skills individuals and organizations can have.

4. Trust building --A hallmark of our work is providing an atmosphere where people can be themselves, without fear of retribution of any kind. Participants become comfortable being vulnerable in real time work situations, and this builds trust.

We have built this way of working with people over three decades of training and coaching. We have an absolute faith and trust in our ability to help individuals become better people, at work and at home, and to help build organizations that thrive on a basis of healthy, responsible relationships.

Thank you for your trust.