

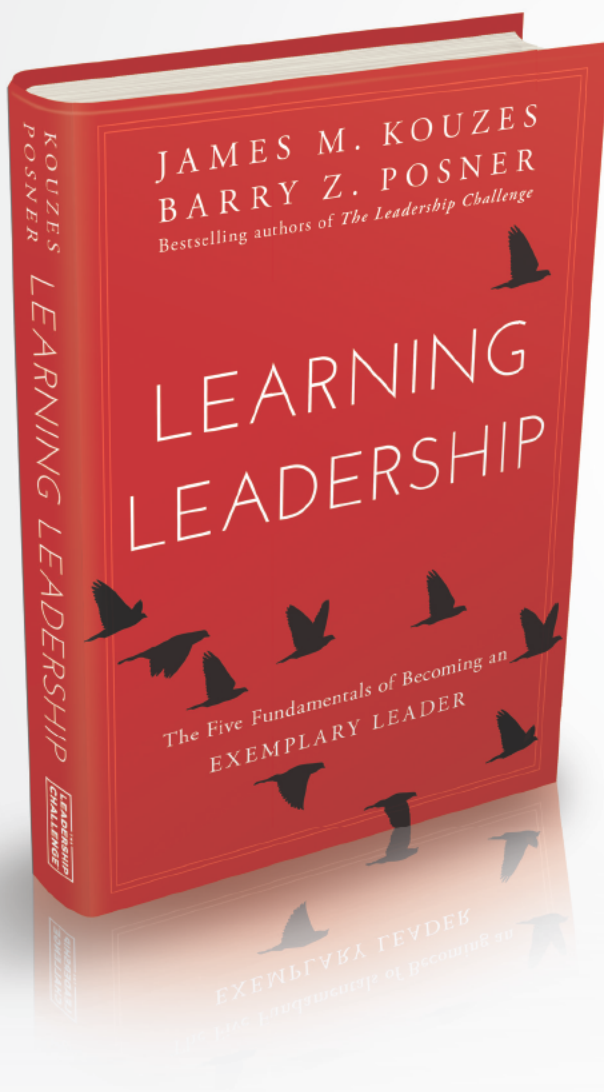


FORUM 2016

LEARNING LEADERSHIP

LEARNING LEADERSHIP

The brand new release from Jim Kouzes and Barry Posner



“THE TRUTH IS, THE
BEST LEADERS ARE
THE BEST LEARNERS.”

—JIM KOUZES & BARRY POSNER

Special
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 @TLCTalk

 The Leadership Challenge



FORUM 2016

Friends,

Welcome to Nashville for **The Leadership Challenge® Forum 2016!** It's been a busy year for us with finishing one book and starting the next. Last month, we released *Learning Leadership*. Billed as prequel to *The Leadership Challenge*, this book addresses how an individual learns to be a leader and we're delighted to make that the theme of this year's conference. In fact, each breakout session listing in the program includes a note on how the particular presentation relates back to our theme.

You'll also notice that we've added a new role to our Forum repertoire—the Discussant. Valarie Willis, a Certified Master of The Leadership Challenge, will guide us in discussion and learning throughout the event. She'll also be leading our closing session, designed to ensure each of us walks away with a memorable Forum experience in which gained knowledge fits together to deepen our understanding of leadership.

In addition to our breakout sessions, we're delighted to welcome two additional keynote speakers this year. Keni Thomas will share with us his thoughts on leadership "at all levels," gleaned from his military experience. Dr. Samineh Shaheem will help us dive deeper into the psychology of leadership and the mindset required for ongoing development of leaders.

Whether this is your first Forum or your ninth, we look forward to learning with you over the next two days—and taking some time for fun at our Networking Cocktail Reception on Thursday evening.

Love 'em and Lead 'em,

Jim Kouzes and Barry Posner
Authors, *The Leadership Challenge*



Registration and Information Desk

The Pre-conference and Forum registration and information desk location will change day-to-day. See schedule and location below.

Tuesday, June 14th

7:00-9:00am, Mezzanine Level

Wednesday June 15th

7:00-9:00am, Mezzanine Level

4:00-7:00pm, Symphony Foyer

Thursday, June 16th

7:00am-5:30pm, Symphony Foyer

Friday, June 17th

7:30am-3:30pm, Symphony Foyer

Meals

Your conference registration includes breakfast and lunch both days, and admission to the Networking Cocktail Reception featuring substantial appetizers. Breakfast will be served in the Symphony Foyer 7:30-8:30am on Thursday and 8:00-9:00am on Friday. Lunch will be served 11:30am-12:45pm on Thursday and Friday in the Symphony Ballroom. The Networking Cocktail Reception on Thursday evening will take place from 6:00-8:00pm in Mason and Mason's Bar.

Bookstore

The Forum bookstore will be open 7:30-5:00pm on Thursday and 8:00-3:30pm on Friday, except during general and breakout sessions. It is located in the Symphony Foyer.

Book Signings

All attendees receive an autographed copy of *Learning Leadership* by Jim Kouzes and Barry Posner. Jim and Barry will be available for personalizing books and autographing further purchased copies following their Thursday morning keynote, 9:45-10:15am and again Thursday afternoon, 4:30-5:00pm. Keni Thomas and staff will have a separate book purchase and signing table immediately following his keynote Thursday afternoon, 4:30-5:00pm. All book signings take place in the Symphony Foyer.

LPI® Tips and Tricks

New to the LPI® and want a demo? Keen to learn insider secrets for optimal administration? Look no further than our LPI® Tips and Tricks table hosted by our dedicated Product and Technical Support Specialist Joshua Carter. Josh's "office" will be located adjacent to the bookstore in the Symphony Foyer and he will be available throughout the Forum to consult on your specific LPI needs.

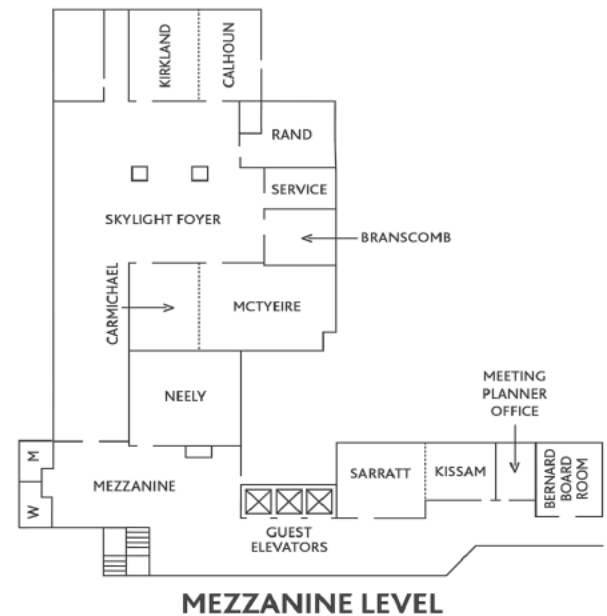
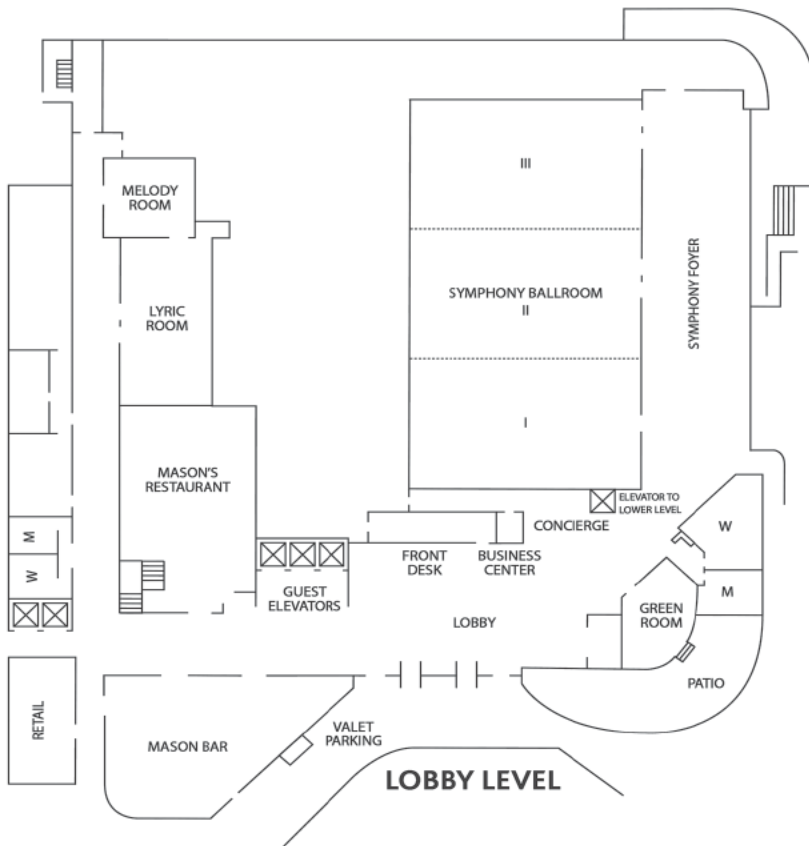
Community Whiteboard

Visit our Community Whiteboard in the Symphony Foyer to share your aha's, tips, quotable quotes, or other valuable lessons about Learning Leadership.

Presentations

Select presentation materials will be available at www.leadershipchallengeforum.com approximately two weeks post-Forum. Links to select photos and video shot at the Forum will be delivered via email in month following the event.

Hotel Map



The Leadership Challenge Forum Team



William Hull

Director of The Leadership Challenge



Marisa Kelley

Forum Program Director



Lowri Gregg

Associate Market Development Manager



Rebecca Middleton

Sales Coordinator



Jen Rohne Zabel

Forum Hospitality Director

The Leadership Challenge Forum on Social Media

The Leadership Challenge Forum 2016 is on social media and we want to hear from you! Tell us why Learning Leadership matters to you by sharing a post on Facebook, Twitter, or Instagram using **#TLCForum16**



7:30-8:30

SYMPHONY FOYER

Breakfast**8:30-9:45**

SYMPHONY BALLROOM

Learning Leadership

JIM KOUZES AND BARRY POSNER

9:45-10:15

SYMPHONY FOYER

Book Signing

JIM KOUZES AND BARRY POSNER

10:15-11:30**Case Study Sessions #1**

NEELY

Implementing Organizational Values using
The Leadership Challenge® at LAWSGROUP –
Hong Kong-based Conglomerate

TERENCE YEUNG

SARRATT/KISSAM

Does Your Leadership Program Need Surgery?
How Valley Children's Healthcare Took the Knife
to Their Leadership Development ProgramJUSTINA PIERCY
AND VALARIE D. WILLIS

CARMICHAEL

The Leadership Challenge Practices
in Not-for-profit Organizations

DR. GHASSAN AL-SADDIKI

KIRKLAND/CALHOUN

Leadership in the Movies: Using Movies & Videos
to Demonstrate the Five Practices of
The Leadership Challenge

JODY R. ROGERS AND JEFF HAUN

MCTYEIRE

Putting The Leadership
Challenge to Work: A Panel of
Client Experiences with the ModelPANEL FACILITATORS: HOLLY SEATON PH.D., AND JENI NICHOLS
CLIENTS: CRAIG CRICK, SHELLY WEBER ,
EUGENE FRAZIER, AND LAUREN YOUNG**11:30-1:00**

SYMPHONY BALLROOM

Lunch**1:00-2:00****Knowledge & Skills Sessions #1**

KIRKLAND/CALHOUN

Can We Please Keep it Simple? Alignment:
Beliefs, Strategy, The Five Practices, and Processes

BILL SHANNON

MCTYEIRE

LPI® Development Planning Through the Lens of Business
Issues and The Leadership Challenge Resources

AMY SAVAGE AND JO BELL

NEELY

Model the Way: Build Trust and Credibility Using
the Gray Integrity Leadership Instrument (GILI)CHERYL GRAY HINES
AND CATHY DIXON-KHEIR

SARRATT/KISSAM

Developing Adaptive Capability with
The Leadership Challenge

CHRIS NEL AND DAVID PILBEAM

CARMICHAEL

The Family Leadership Challenge

MELVIN CHIA

2:00-2:15

SKYLIGHT FOYER

Break

2:15-3:15

NEELY

CARMICHAEL

MCTYEIRE

KIRKLAND/CALHOUN

SARRATT/KISSAM

MELODY

Knowledge & Skills Sessions #2

Today's Critical Challenge:
Building Diverse and Inclusive Leadership

COREY GIN

The Five Behaviors of a Cohesive Team™ and
The Leadership Challenge: Leveraging Connections

AMY DUNN AND
RENEE HARNESS

Make a Compelling Business Case for Leadership:
The Bottom Line and Benefits of Leadership Development

DEB CALVERT AND
BRUCE WILSON

Harnessing the Power of Leadership:
Using The Leadership Challenge to Support
Operational Excellence and Lean Transformation

EVANS KERRIGAN
AND TRACY O'ROURKE

What Millennials Look for in Leaders

BRITTNEY MAJKA
AND STEVE COATS

Societal Leadership from an Asian Perspective

MARTIN TAN

3:15-3:30

Break

3:30-4:30

SYMPHONY BALLROOM

Get It On! What it Means to Lead The Way

KENI THOMAS

4:30-5:00

SYMPHONY FOYER

Book Signings

KENI THOMAS, JIM KOUZES AND BARRY POSNER

5:00-6:00

Break

6:00-8:00

MASON'S AND MASON BAR

Networking Cocktail Reception



8:00-9:00

SYMPHONY FOYER

Breakfast**9:00-10:00**

SYMPHONY BALLROOM

Leaders in Progress**DR. SAMINEH L. SHAHEEM****10:00-10:15**

MEZZANINE FOYER

Break**10:15-11:30****Case Study Sessions #2**

MCTYEIRE

Millennials Craving Leadership Development:
Challenges and Results with The Leadership Challenge**GRAHAM MOORE**

NEELY

The Criticality of Building Leaders in a Time
of Organizational Challenge and Disruption**LORRAINE STEFANI**

KIRKLAND/CALHOUN

We're Cooking With Gas! How The Leadership Challenge
is Energizing Leaders Across SoCalGas**BRETT COOPER
AND DAN SCHWAB**

CARMICHAEL

The Organizational Leadership Development Journey
of the Anglo-Chinese School (Independent), Singapore**PETER DUMORTIER,
PHEE BENG CHANG,
AND KOO ZHI MIN**

SARRATT/KISSAM

Using Leadership Practice Inventory Profiles
to Inform Curricular Development and Track Outcomes
in Graduate Healthcare Education**HEIDI EIGSTI AND ALICE DAVIS****11:30-12:45**

SYMPHONY BALLROOM

Lunch**12:45-1:45****Activity Sessions**

SARRATT/KISSAM

Aligning Your Organization to a Shared Vision

**STEVE SKARKE AND KANEKA;
CO-PRESENTERS: DANA CHREENE,
DAVID GRESSETT, DAVID THOMPSON**

KIRKLAND/CALHOUN

Creating Your Philosophy of Leadership:
From Values and Credo to Your Leadership Guidepost**BILL MUGAVIN AND
RENEE HARNESS**

CARMICHAEL

Using Imagery to Inspire a Shared Vision

CHERYL JOHNSON

NEELY

Enabling Great Ensembles Through Improv

KJ JENISON

MCTYEIRE

Using the LPI Behaviors for Team Building Situations:
Case Experiences**WEYINMI JEMIDE****1:45-2:00**

SYMPHONY FOYER

Break**2:00-3:00**

MEZZANINE FOYER

Closing Session

Bringing It All Together

VALARIE WILLIS, JIM KOUZES, AND BARRY POSNER

7:30-8:30
SYMPHONY FOYER

Breakfast

8:30-9:45
SYMPHONY BALLROOM

Opening Keynote

JIM KOUZES AND BARRY POSNER Learning Leadership



Leadership potential is everywhere you look. And yet organizations report they have major concerns about the lack of leadership bench strength. Why is this? It's definitely not because there aren't enough people capable of leading. It's because of inhibiting assumptions, failure to create vital contexts for growth, and not making learning leadership a daily habit. In their opening session, Jim Kouzes and Barry Posner will present a framework for reinventing the way individuals and organizations approach the development of leaders at all levels.

Jim Kouzes and **Barry Posner** are the authors of the internationally award-winning and best-selling book, *The Leadership Challenge*, with over 2 million copies sold. Together they have co-authored over thirty other books and workbooks on leadership, as well as the *LPI®: Leadership Practices Inventory®*—a top-selling off-the-shelf leadership assessment around the globe. Their most recent book, *Learning Leadership* was released in May 2016. Jim is the Dean's Executive Fellow of Leadership, Leavey School of Business, Santa Clara University, and Barry Posner is the Accolti Endowed Professor of Leadership, Leavey School of Business, Santa Clara University.

9:45-10:15
SYMPHONY FOYER

Book Signing

JIM KOUZES AND BARRY POSNER

10:15-11:30

Case Study Sessions #1

NEELY

#1 CASE STUDY: Implementing Organizational Values using The Leadership Challenge at LAWSGROUP – Hong Kong-based conglomerate

A case study on how LAWSGROUP, a leading Hong Kong-based fashion group with diversified business ranging from garment manufacturing to fashion retailing to property & investment, applied The Leadership Challenge throughout the organization.

The session will consist of:

- Why and how The Leadership Challenge was selected as a tool to implement the shared values of the group
- Insights and lessons learned in implementing The Leadership Challenge in a Hong Kong/China culture – The Leadership Challenge Workshop, Coaching, and Follow Up session
- How The Leadership Challenge reinforcement can be done in conjunction with teambuilding in famous theme park — Ocean Park for 150+ staff (video to be provided)
- Insights on how the stand-alone "Encouraging the Heart" Workshop instigates change in the organization.

How does this session relate to our stated theme of Learning Leadership?

LAWSGROUP chose The Leadership Challenge as the tool to cultivate a culture of learning leadership. Both the Chairman and CEO role modeled by attending the full workshops and advocating to apply their learnings into the workplace.

Terence Yeung led TACSEN to become the only training company elected "Hong Kong's Most Valuable Company" in 2012. He works with leaders in Asia and is a frequent speaker in large conferences in Hong Kong and China.



10:15-11:30

SARRATT/KISSAM



CARMICHAEL



Case Study Sessions #1 (continued)

#2 CASE STUDY: Does Your Leadership Program Need Surgery? How Valley Children's Healthcare Took the Knife to Their Leadership Development Program

Join us for a humorous, open, frank, and witty session on how Valley Children's Healthcare performed surgery on their old, complicated program and infused The Leadership Challenge practices and principles through various levels in the organization. Valley Children's Healthcare integrated new leadership practices, new service excellence program, aligned competencies and changed their performance metric system all in a year. The process, tools, aha-moments, and lessons learned will be openly shared.

How does this session relate to our stated theme of Learning Leadership?

Leaders are always learning and organizations are always challenged to create great learning experiences.

Justina Piercy is a dynamic, witty leader who challenges processes and people for continuous improvement and refinement. Justina has years of experience in coaching, leadership, and leadership development. She currently oversees all aspect of leadership and staff development as well as workforce engagement activities.

Valarie Willis is an organizational consultant with years of experience with The Leadership Challenge and is a Certified Master Facilitator. Valarie is a coach, speaker, and facilitator who works to develop leaders at all levels.

#3 CASE STUDY: The Leadership Challenge Practices in Not-for-profit Organizations

We start with understanding NFPO's needs and trying to fulfill those needs. We found that The Leadership Challenge covers a good part of their requirements while other programs filling the gap.

As for The Leadership Challenge, we capitalize on and emphasize each of The Leadership Challenge practice's values. We have several examples from local NFPOs that are related to The Five Practices of Exemplary Leadership, which we will share with our participants. In addition, we have an example of NFPO trainees that attended our program and implemented it within their organization with success.

In this paper we will discuss the following:

- The similarities and differences between the profit organizations and the Non-For-Profit-Organization in Leadership. We will also identify and redefine some items that have been used among them.
- The NFPO has many applications and related behaviors among The Five Practices of Exemplary Leadership that we can discuss and link them clearly with the core of them.
- The Leadership Challenge applications in the NFPO, cases and examples.

We will show what we have done to enhance The Five Practices of Exemplary Leadership and self-learning with our trainees in their personal and work life.

How does this session relate to our stated theme of Learning Leadership?

This session will focus on The Five Practices of Exemplary Leadership® in non-profit organizations and how leadership in non-profit organizations could improve by learning and practicing.

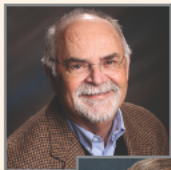
Dr. Ghassan Al-Saddiki, owner of the Bena Educational Consulting Group, is a Trained Facilitator and a Certified Master-in-Training of The Leadership Challenge and a Certified Facilitator of The Student Leadership Challenge. Formerly Associate Professor at King Abdulaziz University in Jeddah, Saudi Arabia, he has long been passionate about discovering and nurturing future leaders for the world.

10:15-11:30

KIRKLAND/CALHOUN



MCTYEIRE



Case Study Sessions #1 (continued)

#4 CASE STUDY: Leadership in the Movies: Using Movies & Videos to Demonstrate The Five Practices of Exemplary Leadership

The use of movie clips and videos to demonstrate effectiveness of The Five Practices in The Leadership Challenge is a great way to keep attendees focused and also providing real life examples of how The Five Practices come to life. We use a wide range of videos including YouTube videos and also movie clips to add to our discussion of The Five Practices. The discussion of the lessons learned adds greatly to the learning of The Five Practices.

How does this session relate to our stated theme of Learning Leadership?

The best learning occurs when a variety of teaching methodologies are utilized. Movie clips/videos serve as a means of breaking up lectures and also getting attendees to talk about what they learned from the movie clips/videos. As a result, attendees remember The Five Practices longer when they see a practice demonstrated in a movie clip/video.

Jody R. Rogers, PhD, FACHE is a Professor in the Graduate Program in Health Administration at Trinity University and a Program Manager responsible for teaching executive skills to healthcare professionals. He has been a Certified Master since 2010, a faculty member with the American College of Healthcare Executives and has spoken nationally on the importance of leadership within the healthcare industry.

#5 CASE STUDY: Putting The Leadership Challenge to Work: A Panel of Client Experiences with the Model

With the goal of providing real and practical ways that organizations have applied The Five Practices of Exemplary Leadership®, Sonoma Leadership Systems will facilitate a client panel who will offer what they learned implementing The Leadership Challenge as a solution to their business challenges. Three The Leadership Challenge facilitators from different organizations will share how they use The Leadership Challenge to address their goals of becoming an Employer of Choice, helping people perform at their best despite budgetary challenges, and creating leaders across the enterprise.

How does this session relate to our stated theme of Learning Leadership?

Each organization was drawn to, and found benefit in The Leadership Challenge being learnable, teachable and scalable; as well as the LPI being a foundation tool for "learning leadership."

PANEL FACILITATORS:

Holly Seaton and **Jeni Nichols** of Sonoma Leadership Systems

CLIENT PANEL:

Bob Addleton: Bob Addleton is Executive Vice-President of the Physicians' Institute and Leading In Practice, 501c3 subsidiaries of the Medical Association of Georgia. Bob is a faculty member of the Georgia Academy of Family Physicians' "Patient Centered Medical Home University", the Dean of the Georgia Physicians Leadership Academy, and is a speaker and consultant to physician leadership programs nationally.

Craig Crick, NDOT: A learning and development professional with over 15 years of experience developing leaders across both private and public sectors, Craig currently serves as Training Officer for the Nevada Department of Transportation with previous roles including Learning and Development Manager at Intuit and Organization Development Manager with Harley-Davidson Financial Services.

Eugene Frazier: Eugene Frazier is a Senior Organizational Development Consultant for the University of Texas Medical Branch Health System located in Galveston Texas, and is responsible for the development and delivery of leadership development programs and services for the Executive Segment. Eugene innovates, creates and delivers executive development programs and services to enhance overall leadership's effectiveness.

Lauren Youmans: Lauren Youmans is Second Vice President and Relationship Manager at Travelers. She currently works with insurance leaders, promoting leadership development, team performance and organizational effectiveness across multiple businesses. She is certified in a variety of leadership training programs as well as behavioral and 360 assessment instruments.

11:30-1:00

SYMPHONY BALLROOM

Lunch**1:00-2:00**

KIRKLAND/CALHOUN

Knowledge & Skills Sessions #1**#1 KNOWLEDGE AND SKILLS: Can We Please Keep it Simple?**
Alignment: Beliefs, Strategy, The Five Practices, and Processes

At DCRI, work is highly regulated; faculty physician, scientists, and 1,000 others work in somewhat isolated bunkers all the while conducting groundbreaking/life-saving medical research. The Leadership Challenge provides a common language and cornerstone to aligning and simplifying communications, helping initiatives correlate to strategy, metrics and day-to-day improvements. Bill will show in the simplest form how alignment of the complex is possible, and challenge attendees to align efforts in their organizations, including where education and leadership practices provide connectivity and synergy.

How does this session relate to our stated theme of Learning Leadership?

Leaders must seek to make behaviors/practices routine, and by doing so, understand the links and influence they have in organizational structures, strategies, workforce development, planning and metrics.

Bill Shannon, M.Ed., only works at places that begin with D, starting with 20 years at Disney, where among his projects was opening the Disney Institute, then as SVP and Chief Wisdom Officer at DaVita. At Duke, he's run seven departments at Duke Hospital, held Healthsystem-wide roles in Service Improvement/Patient Satisfaction/Work Culture, was a visiting Scholar at The Duke Fuqua School of Business, and serves as faculty for numerous Duke Departments, Institutes and Centers.



MCTYEIRE

#2 KNOWLEDGE AND SKILLS: LPI® Development Planning Through the Lens of Business Issues and The Leadership Challenge Resources

Enrich your LPI®: Leadership Practices Inventory® development planning by using The Leadership Challenge resources along with the leader's LPI and their real business needs. You will learn to deepen the coaching experience and support the leader in taking the active role in their development.

How does this session relate to our stated theme of Learning Leadership?

It supports learning to use the rich The Leadership Challenge resources we have to support coaches in their preparation for LPI Coaching and mentoring leaders to craft a developmental plan tied to their real business issues.

Jo Bell has been a Certified Master of The Leadership Challenge since 1998 and her primary focus is integrating the LPI: Leadership Practices Inventory Coaching to align with business and personal leadership growth. She began studying the influence of LPI leadership behaviors in 1990, and brings years of interpretive research and coaching expertise in using the LPI with a robust approach for it as a compass for leadership evolution.

Amy Savage has worked with The Leadership Challenge material since 2000, and is a Certified Master-in-Training of The Leadership Challenge®, as well as President of Fine Points Leadership Development. As a certified LPI coach and a The Leadership Challenge facilitator, she helps individuals, teams and organizations connect deeply to the 30 Behaviors, resulting in leadership transformation.



1:00-2:00

NEELY

Knowledge & Skills Sessions #1 (continued)

#3 KNOWLEDGE AND SKILLS: Model the Way: Build Trust and Credibility Using the Gray Integrity Leadership Instrument (GILI)

In Model the Way, Honesty is one of the most admired characteristics of leaders. Trustworthiness which equates to Honesty is one of the three Sources of Credibility in The Leadership Challenge.

This session will use the Gray Integrity Leadership Instrument (GILI) which measures three dimensions (Intra-personal, Interpersonal & Organizational) of Integrity to identify how leaders can build trust and credibility.

This interactive session provides:

1. A snapshot of the participant's leadership integrity using the GILI© assessment.
2. Cross correlations of The Leadership Challenge Practices and GILI Dimensions of Integrity.
3. Actions to build trust through enhancing their integrity.

How does this session relate to our stated theme of Learning Leadership?

Leading with integrity is a lifelong learning challenge and quest which is never perfected to 100%. It requires ongoing personal introspection, awareness of our impact on others and how our level of engagement affects people, processes and systems. To build and sustain the trust of those we lead requires looking at and learning how to continually enhance our integrity as leaders, which ultimately builds one's credibility.

Cheryl Gray Hines is the Vice President of Operations for Success Business Inc. (SBI) and a Leadership and Organization Development Expert with over 20 years of experience with Procter & Gamble, as a professor at Johns Hopkins Carey School of Business, and as a coach, trainer, and consultant with an array of Fortune 100 Companies and Government Agencies developing leaders and increasing organizational effectiveness. She is a Certified Facilitator of The Leadership Challenge Workshop who created the Gray Integrity Leadership Instrumented (GILI) used to enable leaders build trust and credibility with those they lead.

Catherine Dixon-Kheir is a Leadership Development Practitioner with over 20 years' experience designing, instructing and facilitating programs for the growth of leaders in government and private sector organizations. She is a Facilitator of The Leadership Challenge who integrates The Leadership Challenge Practices and the Gray Integrity Instrument (GILI) model into her approach for coaching aspiring leaders and has enabled them to gain momentum with their personal and professional goals.



SARRATT/KISSAM

#4 KNOWLEDGE AND SKILLS: Developing Adaptive Capability with The Leadership Challenge

This session will describe how to use The Leadership Challenge as a change consulting tool. We will share ideas and methods that we employ to support our clients in achieving the business change they desire.

For Practitioners, this session will offer practical ideas for a more consultative approach

For Organizational Leaders, this session will offer an insight into why so many of their change and development initiatives fail (or are at best mediocre successes!).

How does this session relate to our stated theme of Learning Leadership?

"To know and not to do is not to know"

Leading is very different from knowing a lot about leadership. Leadership is the art of inspiring others to want to implement the change in the world you are convinced needs to be made. (Apols to Jim & Barry!) Leading change is a bit like driving a car; often individuals and organizations are pressing both accelerator and brake at the same time. Huge amounts of energy are wasted. Being adaptive is not about making more change commitments (intent to accelerate) but understanding why you have your foot on the brake (the competing commitments you have) as well.

Chris Nel was born in the UK but grew up in South Africa, he has been a "positive deviant" all his life! Chris has achieved success as: a GB Triathlete, a British Royal Marine Commando, corporate executive, and currently as co-founder of business consultancy Quest Leadership. Chris is one of only three Europe-based The Leadership Challenge Certified Masters; and an accredited Cognitive Process Profile (CPP) practitioner and coach.

David Pilbeam is UK born and bred but has worked around the world during his career including stints in Asia and Africa as a business executive and as a teacher. David currently specializes in performance coaching for individuals and teams, using his challenging, motivating and pragmatic style to help people fulfill their full potential. David is one of only three Europe-based The Leadership Challenge Certified Masters and has a Master's Degree in Coaching and Mentoring Practice.



PHOTO
TO COME

1:00-2:00

CARMICHAEL

Knowledge & Skills Sessions #1 (continued)**#5 KNOWLEDGE AND SKILLS: The Family Leadership Challenge**

What is leadership and why should parents care? Jim Kouzes and Barry Posner defined leadership as "the art of mobilizing others to want to struggle for shared aspirations." It is about the ability to inspire yourself and others to take positive action in life. Every individual and organization needs leadership. Too often, the focus on leadership development is often on organizations. What is an organization? It is a social arrangement that pursues collective goals, controls its own performance, and has a boundary separating it from its environment. Your family is one of the most important organizations in the world and your family needs leadership.

This session invites and even challenges you to take a leadership role in your family and become more effective and successful as a parent leader by using The Leadership Challenge model as well as exploring how we can make intentional, daily decisions to practice the 30 behavioral statements of The Leadership Challenge.

How does this session relate to our stated theme of Learning Leadership?

Oftentimes we hear people say, "There's no training manual for being a parent," and it is true. For most of us if not all of us, we learn a little through on-the-job training by watching others and by asking them for advice, suggestions, best practices, etc. Of course there are countless parenting books and online parenting forums, but parenting is really more baptism by fire than anything else.

Leadership can be learned and it takes deliberate practice. Leaders often practice their leadership competencies outside of their families and often they have achieved results for it. One of the most important areas of their lives is their families. As we pursue becoming learning leaders, we must start to examine and take stock on how we can learn to practice this in our homes, with the people who have priority relationships with us. Learning Leadership means to learn how to apply leadership in the different facets of our lives.

Melvin Chia is a Certified Master-in-Training who has been developing middle managers to C-Suite Executives in Banking, Insurance, Engineering, IT, Educational Sectors and many others with The Leadership Challenge since 2009. He has also co-authored the book "Preparing Youths for the Workplace" and is in the midst of writing a book on Parental Leadership. He is happily married for the past 6 years and has 2 charming boys.

**2:00-2:15**

SKYLIGHT FOYER

Break**2:15-3:15**

NEELY

Knowledge & Skills Sessions #2**#1 KNOWLEDGE AND SKILLS: Today's Critical Challenge: Building Diverse and Inclusive Leadership**

In this workshop, we'll discuss some of the opportunities and challenges that organizations face in building and supporting diverse and inclusive leadership. Participants will be able to identify how the five exemplary practices from The Leadership Challenge can support programs and services to diversify leadership and enhance the overall effectiveness of individuals, groups and teams. Finally, participants will be invited to share their stories of why and how they were able to become leaders despite an organizational climate that doesn't fully embrace those practices.

How does this session relate to our stated theme of Learning Leadership?

To build strong and effective leadership, we must learn how to create an organization and an environment that welcomes diversity and inclusion.

Corey Gin, Director of LEEP (Leadership Employee Enrichment Program) at California State University East Bay, has been a leader in Organizational Learning and Development for the past 14 years. His experience includes the assessment, design, development, and implementation of programs and services to support and nurture all people within an organization.



2:15-3:15

CARMICHAEL



MCTYEIRE

**Knowledge & Skills Sessions #2 (continued)****#2 KNOWLEDGE AND SKILLS: The Five Behaviors of a Cohesive Team and The Leadership Challenge: Leveraging Connections**

Jim Kouzes and Barry Posner's The Leadership Challenge® framework describes the specific behaviors exemplary leaders engage in to drive superior performance and results. Patrick Lencioni's The Five Behaviors of a Cohesive Team™ describes the behaviors effective teams engage in to accomplish those same goals. Come hear about how we have leveraged these two powerful programs in tandem to provide comprehensive insights and solutions to clients. In addition to the numerous examples of conceptual synergy, we'll share some intriguing data about how the LPI and DiSC (a key feature of The Five Behaviors program) can be used together to supercharge feedback and coaching to leaders.

How does this session relate to our stated theme of Learning Leadership?

It relates to the theme because one way that leaders continue to learn is to apply what they know in multiple contexts and scenarios. Once grounded in The Leadership Challenge, leaders can think about how to apply those skills and behaviors to how they lead their teams. The synergies between The Leadership Challenge and The Five Behaviors are powerful in helping them broaden the impact of their development.

Amy Dunn is a The Leadership Challenge Certified Master-in-Training and a Certified Professional Coach. Her professional passion is optimizing the potential in individuals, teams, and organizations.

Renee Harness is a Certified Master and facilitates the LPI Coach Certificate Program. Both Amy and Renee are The Five Behaviors of a Cohesive Team™ Accredited Facilitators.

#3 KNOWLEDGE AND SKILLS: Make a Compelling Business Case for Leadership: The Bottom Line and Benefits of Leadership Development

Implementing leadership development initiatives continues to be a hard sell for HR and OD professionals. Getting buy-in depends on proving measurable organizational benefits and ROI. In this interactive session, we'll make those connections and show how leadership development improves employee engagement, productivity, customer satisfaction, and both the top and bottom line. A practical model, outline and script will be provided so you can make a convincing business case in your organization, or with clients, for The Five Practices of Exemplary Leadership. You'll even get started on your own business case to persuade your C-Suite that leadership development is absolutely essential.

How does this session relate to our stated theme of Learning Leadership?

Making the case for leadership in organizations can be a challenge if you are not an expert on showing how leadership benefits and addresses the priorities of CEOs, a Board of Directors, or upper management. This session teaches participants how to show and sell leadership as a valuable and needed resource.

Deb Calvert: Deb Calvert is a trainer, executive coach, and Certified Master of The Leadership Challenge with a specialty in the sales field. She was formerly the Corporate Training Director for a Fortune 500 media company and has worked with non-profits, publicly held and privately held international organizations from all sectors.

Bruce Wilson: Deeply committed to the value of developing leaders, Bruce Wilson takes a consultative and creative approach to developing proven and effective solutions for every client. Bruce is an expert in designing and implementing The Leadership Challenge in organizations, and has over 30 years of experience in sales and sales management.



2:15-3:15

KIRKLAND/CALHOUN



SARRATT/KISSAM



Knowledge & Skills Sessions #2 (continued)

#4 KNOWLEDGE AND SKILLS:
Harnessing the Power of Leadership: Using The Leadership Challenge to Support Operational Excellence and Lean Transformation

Organizations across the globe are trying to become more competitive through operational excellence and Lean Transformation. During this session, we will highlight how Integris has been using The Leadership Challenge as the backbone for these efforts. You will see how The Leadership Challenge works together with Lean to bring business success, learn how The Five Practices accelerate the success of Leader Standard Work and other Lean tools, and learn how organizations have used The Leadership Challenge to improve and succeed in their Lean Journey.

How does this session relate to our stated theme of Learning Leadership?

Leadership impacts every aspect of an organization and has a major impact on large transformation efforts. This session highlights how Integris helps organizations understand the power of The Leadership Challenge as a common language and approach for accomplishing their business needs. Helping organizations recognize how The Leadership Challenge enables them to achieve their transformation goals is all about the process of "learning leadership."

Evans Kerrigan, Managing Partner at Integris, is a Certified Master-in-Training of The Leadership Challenge and has 25 years of experience in helping organizations transform their business processes and results.

Tracy O'Rourke, Managing Partner at Integris, is an expert facilitator, with specialization in methods including Lean Improvement, Culture Change, Strategic Planning, and The Leadership Challenge.

#5 KNOWLEDGE AND SKILLS: What Millennials Look for in Leaders

Brittney and Steve have been conducting research on the characteristics of admired leaders, focusing on the traits that are mostly sought after by millennials. They will present their findings of survey data from more than 1,000 respondents and discuss differences with the longitudinal database from K&P, as well as potential reasons for the differences. A common question that occurs is "What do millennials think about leadership?" This session is intended to offer some initial responses to that question.

How does this session relate to our stated theme of Learning Leadership?

The knowledge being gained from this research will help leadership development practitioners more effectively reach and inspire millennials. It will also challenge one's thinking about how people perceive leaders differently.

Brittney Majka is a Certified Master-in-Training with The Leadership Challenge community and has been working in the leadership development field for more than 10 years. She is recognized for building leadership development programs and communities for women and millennials.

Steve Coats is one of the first The Leadership Challenge Certified Masters, who has been working with Kouzes and Posner for nearly 30 years. He is recognized for helping organizations create stronger, more effective leadership-centered cultures.



2:15-3:15

MELODY

Knowledge & Skills Sessions #2 (continued)**#6 KNOWLEDGE AND SKILLS:****Societal Leadership from an Asian Perspective**

The Asian Century, as economic commentators term it, has brought a strong focus on Asia and its dynamics, economics, culture, and leadership. Is there a difference between Western style of leadership and the Asian style of leadership? The research from the Leadership Practices Inventory indicates that the factors of geography, language, gender and culture make little difference in one's assessment of leaders. There are, however, cultural and historical perspectives of leaders and leadership that differ in a region as complex as Asia. The session aims to share the various cultural perspectives on leadership, how that perspective affects workplace dynamics and culture, and how The Five Practices is not only relevant but also applicable across the diversity in Asia.

How does this session relate to our stated theme of Learning Leadership?

I see the importance of understanding diversity in leadership as a core component of learning leadership, not just through programs and literature, but also culture and paradigms.

Martin Tan is the Executive Director of the Institute for Societal Leadership in Singapore Management University and the Co-Founder of Halogen Foundation Singapore. Martin is a Certified Master for The Leadership Challenge and The Student Leadership Challenge.

**3:15-3:30**

SYMPHONY FOYER

Break**3:30-4:30**

SYMPHONY BALLROOM

KENI THOMAS**GET IT ON! WHAT IT MEANS TO LEAD THE WAY**

The U.S. Army Ranger motto is Rangers Lead the Way and leadership is the core of every skill developed as a Ranger. Leadership, however, is not a position or exclusive to ranked officers. From planning to execution, whether approaching the beaches of Normandy or the mountain ranges of Afghanistan, the world is made better when leadership is owned by each member of the team. In the pace of life, it is easy to lose perspective on one's value to others. Make no mistake: the contributions of every individual are crucial and learning to be a leader starts on day one. Through stories of Task Force Ranger and inspiring song, Keni will help attendees understand that leadership is a choice made by many each day to impact those around them. It is the ultimate definition of LEADING THE WAY.

In the summer of 1993 Sergeant **Keni Thomas** was deployed to Mogadishu, Somalia with the 3rd Ranger Battalion as part of an elite special operations package called Task Force Ranger. On the 3rd of October, Keni and his fellow rangers confronted an eighteen hour fire-fight that would later be recounted in the highly successful book and movie "Blackhawk Down." Keni's message signifies the value of leading at all levels. Keni got out of the Army to pursue his music career and now works full-time as an award winning country music recording artist and songwriter in Nashville.

**4:30-5:00**

SYMPHONY FOYER

Book Signings**KENI THOMAS, JAMES KOUZES, AND BARRY POSNER****5:00-6:00****Break****6:00-8:00**

MASON'S AND MASON'S BAR

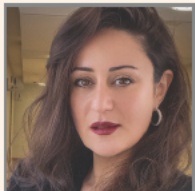
Networking Cocktail Reception

8:00-9:00

SYMPHONY FOYER

Breakfast**9:00-10:00**

SYMPHONY BALLROOM

DR. SAMINEH L. SHAHEEM**Leaders in Progress**

Dr. Shaheem believes, "learning more results in living more." Furthermore, she believes that individuals are unique, resourceful and creative. We have the ability to achieve far greater outcomes, if only we commit to better understanding and managing our internal and psychological conditions. Leaders can improve their competencies by having greater insights regarding perceptions, limiting beliefs, unconscious drives/influences, and emotional allergies. While learning new habits and drawing attention to our strengths is a necessary part of this journey, to improve as leaders, we will also need to uncover and unlearn certain debilitating behaviors that may be holding us back.

Dr. Samineh I. Shaheem is a Professor of Organisational Behavior at Hult International Business School and Neuroleadership Consultant. She writes for the Huffington Post and has had a weekly column in the Khaleej Times for the past 6 years. She regularly co-hosts a radio program on 103.8 FM Dubai Eye discussing the most relevant personal and professional issues in the community. Dr Shaheem believes, "learning more results in living more."

10-10:15**Break****10:15-11:30**

MCTYEIRE

Case Study Sessions #2**#1 CASE STUDY: Millennials Craving Leadership Development: Challenges and Results with The Leadership Challenge**

Research (Kouzes and Posner), shows that leadership training typically begins for "leaders" at the age of 42.

Deloitte's fifth annual Millennial Survey states that, "Millennials crave leadership development." A staggering 71% reported they are unhappy with leadership development opportunities. (7,700 millennials, 29 countries.) Sounds like an opportunity!

It's estimated that by 2025 75% of the workforce will be millennials. They crave leadership development. How are we dealing with this and what are the challenges?

Case studies will be shared to answer these questions and address the significant investment we can make in millennial leadership development.

How does this session relate to our stated theme of Learning Leadership?

The core of this Breakout is leadership learning for millennials – their needs, how they want it delivered and how to persuade our clients – and our yet-to-be clients – the value of investing in leadership learning millennials.

Graham Moore is a Certified Master developing leadership in millennials - and others. He has been delivering leadership development programs for over 20 years.



NEELY

#2 CASE STUDY: The Criticality of Building Leaders in a Time of Organizational Challenge and Disruption

This case study details the response to the challenge presented to a highly successful Academic Development Centre by the University of Auckland Senior Management Team to restructure and fragment in the interests of leveraging greater return on investment on the Centre's activities. In this scenario over 70 staff members were disrupted from their comfort zone and inclined to respond in a non-constructive manner. The case presents the turnaround to these same staff working with the change in a constructive manner as a result of being facilitated through The Leadership Challenge and the resulting positive career outcomes for new leaders.

How does this session relate to our stated theme of Learning Leadership?

It is also relevant because the stated ROI outcomes is a new course and one which is unique in our suite of accredited leadership courses based on The Leadership Challenge.

Lorraine Stefani is Professor of Higher Education at the University of Auckland. She has a strong national and international reputation as a scholar and a leader of organizational change.



10:15-11:30

KIRKLAND/CALHOUN



CARMICHAEL

**Case Study Sessions #2 (continued)**

#3 CASE STUDY: We're Cooking with Gas!

How The Leadership Challenge is Energizing Leaders Across SoCalGas

This case study looks at how SoCalGas leverages The Leadership Challenge as part of their organizational framework to support a cultural transformation in creating a healthy organization. This effort blends The Leadership Challenge with Lean Six Sigma and The Five Behaviors of a Cohesive Team to present employees with a cohesive and intentional view of how we work together collaboratively, hold each other accountable, and inspire greatness to accomplish collective results. The session will highlight key elements of SoCalGas' effort, including program design, lessons learned, and success stories.

How does this session relate to our stated theme of Learning Leadership?

This topic looks at how organizations can unite The Leadership Challenge into the broader employee experience of learning and development. It discusses the opportunities for leaders who go through the program to become future "teachers/advocates" and other ways to capture their leadership learning nuggets throughout the program, culminating with their video testimonial.

Dan Schwab, a Certified Master of The Leadership Challenge, began working with authors Kouzes and Posner in the early days of The Leadership Challenge Workshop. An accomplished leadership trainer and coach, Dan has led organizational improvement efforts with myriad clients from the corporate and non-profit sectors over the past 20 years.

Brett Cooper is Managing Partner with The Leadership Challenge Global Training Partner, Integris Performance Advisors. His passion is around helping organizations of all sizes adopt The Five Practices of Exemplary Leadership as a part of their ongoing culture of leadership.

#4 CASE STUDY: The Organizational Leadership Development Journey of the Anglo-Chinese School (Independent), Singapore

Founded in 1886, ACS (Independent) is a Methodist institution with a strong foundation in spiritual values, a tradition of excellence, and a global perspective. As a relatively large school of population with a dual academic track and a multitude of co-curricular activities, there are vastly different needs and profiles within our organization. This case study session will share the steps and processes taken to embark on an organizational leadership development journey. Participants will be able to understand the theoretical underpinnings of the approach and be able to apply this approach to their own context.

How does this session relate to our stated theme of Learning Leadership?

Even though we have been using the Leadership Challenge Model for the past three years, we are constantly amazed at how every understanding of "who" is a leader and "how good" a leader could be aligned to the model. We also find that through our leadership journey, we are constantly learning and discovering new things about The Leadership Challenge Model. Furthermore, we also remain strong advocates of "teaching" leadership to youth and that learning of the art of service and leadership has a place in schools.

Mr. Peter Dumortier is the Director (Leadership) at Anglo-Chinese School (Independent). He oversees the running of the Student Council, the Prefectorial Board, the House System and the Uniformed Group Leaders.

Mr. Phee Beng Chang is the Deputy Principal at Anglo-Chinese School (Independent) overseeing Student Development. He oversees the running of all the co-curricular activities which include the Uniformed Groups, the Sports and Games, and Clubs and Societies.

Mrs. Koo Zhi Minis a Deputy Director (Leadership) at Anglo-Chinese School (Independent). She serves as teacher adviser to the Student Council and assists the Pastoral Care and Career Guidance Committee with the development of the leadership development programs.

10:15-11:30

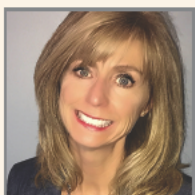
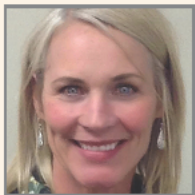
SARRATT/KISSAM

Case Study Sessions #2 (continued)**#5 CASE STUDY: Using the Leadership Practice Inventory Profiles to Inform Curricular Development and Track Outcomes in Graduate Healthcare Education**

This session is intended to inform professionals of innovative ways to integrate leadership development within their academic and/or clinical health related programs. We will describe the use of Kouzes's and Posner's The Leadership Challenge framework as a model for curricular design and the use of the LPI as a method to assess the development of leadership skills in Doctor of Physical Therapy students. We will discuss the curricular thread from the point of fiscal responsibility and preparation of graduates for leadership positions in the global healthcare environment.

How does this session relate to our stated theme of Learning Leadership?

We are committed to developing a culture of "awareness of the allocation and impact of resources" related to leadership and intercultural development curricular activities to determine if these experiences serve the students as well as the Jesuit mission of our institution.



Heidi Elgst, PT, DPT, PhD and **Alice Davis, PT, DPT, CWHC** are Associate Professors in the Rueckert Hartman College of Health Professions School of Physical Therapy at Regis University in Denver, Colorado. Together, their scholarship is a blend of their research and educational contributions in areas of global health, intercultural and interprofessional education, coaching, and leadership development. They have presented multiple presentations on interprofessional education, intercultural, and leadership development in Doctor of Physical Therapy students with their most recent presentation at the National American Physical Therapy Association Education Leadership Conference in 2015.

11:30-12:45

SYMPHONY BALLROOM

Lunch**12:45-1:45**

SARRATT/KISSAM

Activity Sessions**#1 ACTIVITY: Aligning Your Organization to a Shared Vision**

For many of us Inspiring a Share Vision is the most difficult practice to master. We need to not only create a vision of the future but "describe a compelling image" and "paint a the big picture". This activity will help you practice these behaviors and give some insight into how some organizations lose the message along the way.

In this activity, each participant is given a picture that is part of a series of pictures. They are not allowed to show their picture to others, but they are allowed to describe their picture. The group is given 20 to 30 minutes to walk around and talk with each other about their pictures and then arrange them in a logical order based on this knowledge. The pictures are then revealed to see if the group was able to successfully "align their shared vision".

Following the activity, participants will debrief in a group discussion about the commitments and behaviors of ISV.

How does this session relate to our stated theme of Learning Leadership?

It is a great activity to use for ISV in a workshop or follow up team building session.

Steve Skarke is Vice President of Kaneka and a Certified Master within The Leadership Challenge community. His 30+ years in the chemical manufacturing sector has led to a deep understanding of real life organizational performance and execution of a leadership development process.



12:45-1:45

KIRKLAND/CALHOUN

Activity Sessions (continued)**#2 ACTIVITY: Creating Your Philosophy of Leadership: From Values and Credo to Your Leadership Guidepost**

What is your leadership philosophy? It's a question we often ask leaders in our workshops and coaching, which is often greeted by blank stares. While research shows that philosophy of leadership has a great impact on motivation, leaders are often not clear on what it means to have a personal leadership philosophy. Join us to explore the impact of leadership philosophy (a key behavior of Model the Way) and to create a meaningful philosophy of leadership based on values and credo. Do you already have a leadership philosophy? Is it time to refresh your perspective on what leadership means to you?

How does this session relate to our stated theme of Learning Leadership?

The leadership philosophy is a foundation of leadership, though not often well understood. This session will help facilitators, leaders and practitioners to create a leadership philosophy in a reflective way. Learning about one's self and reflecting as a leader is a fundamental part being able to grow and develop.

Bill Mugavin has more than 25 years of management experience in the non-profit, financial, and pharmaceutical industries. His background includes operations management, training, and international consulting at large global firms, including HSBC North America, so he understands what it takes to successfully drive performance in complex businesses. At FlashPoint, he helps clients achieve their goals through results-oriented leadership development initiatives.

Bill has a Master's degree in Education and in Training and Performance Improvement. He's a Certified Professional in Learning and Performance (CPLP), a senior professional in Human Resources (SPHR), and a Society for Human Resource Management Senior Certified Professional (SHRM-SCP).

Renee Harness of Harness Leadership is a Certified Master of The Leadership Challenge and a facilitator of the LPI Coach Certificate Program. She has consulted on The Leadership Challenge for over 10 years, and prior to that, helped implement The Leadership Challenge through her corporate learning and development positions.



CARMICHAEL

#3 ACTIVITY: Using Imagery to Inspire A Shared Vision

Using the Visual Explorer™ tool from Center for Creative Leadership, learn and experience how imagery can help to develop, define, and express a shared vision to inspire your team or organization.

How does this session relate to our stated theme of Learning Leadership?

In utilizing Visual Explorer, we are able to learn more about our leadership vision and how that would be expressed visually. The Visual Explorer process is illuminating and can bring your ideal vision to life with the utilization of an impactful image.

Cheryl Johnson is the Assistant Director for Human Resources: Employee Development at Santa Clara University, responsible for providing leadership and expertise to executive leadership, deans, directors, managers and supervisors. Cheryl is a Certified Master of The Leadership Challenge® and a certified facilitator for Myers Briggs Type Inventory (MBTI).



12:45-1:45

NEELY

Activity Sessions (continued)**#4 ACTIVITY: Enabling Great Ensembles Through Improv**

Building off of the legendary teamwork from The Second City, this highly engaging session will actively involve participants in learning leadership through ensemble improvisation. Focusing on facilitating relationships, enhancing self-determination and developing confidence, participants will learn how to Enable Others to Act in a unique way.

Sizing for this session will determine the activity flow much like we do with The Leadership Challenge workshops (i.e. what we're able to do with 20 people vs 60 people).

How does this session relate to our stated theme of Learning Leadership?

Improv, by nature, relies heavily on engagement and learning to lead each other. This session provides something tangible that gets folks on their feet and is directly applicable to The Leadership Challenge workshops, team meetings, or just a great way for someone to learn a new way to be a better leader. While this should be a truly fun session, the concept is not "improv for laughs." Rather, this session will drive home the elements on learning leadership through great ensemble work (and most likely will have a good few laughs in there as well).

KJ Jenison is a Certified Master-in-Training of The Leadership Challenge, Director of Client Experience for Integrus, and is an improv student at The Second City in Chicago. He focuses on incorporating The Leadership Challenge as a collaborative endeavor that enables greatness in others.



MCTYEIRE

#5 ACTIVITY: Using the LPI Behaviors for Team Building Situations: Case Experiences

This activity will demonstrate how the LPI Behaviors can be used to help teams enhance their effectiveness. It describes two experiences with the executive team of a financial services company and the faculty members of a top business school. Using the LPI behaviors as a framework, the participants selected five of the 30 behaviors to collaboratively focus on and hold each other accountable for. Their selections by iterative consensus also addressed challenges they were facing as teams. These experiences validate the simplicity and adaptability of the LPI behaviors and indeed The Five Practices.

How does this session relate to our stated theme of Learning Leadership?

Leaders need to continually learn improved behaviors not just as individuals but also when functioning in teams. Learning leadership will be more effective if the frequency of the LPI behaviors is increased through accountability in a team setting. This exercise connects to the theme by linking improved team behavior to specific collaborative decisions by members.

Weyinmi Jemide is the Chief Client Officer of Weyinmi Jemide LLP based in Lagos, Nigeria. He is a Certified Master-in-Training and he influences organizations with training, coaching and transformative interventions.

**1:45-2:00**

SYMPHONY FOYER

Break**2:00-3:00**

SYMPHONY BALLROOM

**VALARIE WILLIS, JIM KOUZES, AND BARRY POSNER
Bringing It All Together**

Join us to close out Forum 2016 on a high note. Led by our Forum Discussant, we will share our learning by connecting the dots to the Forum theme, defining action steps, and connecting with others. Leave feeling recharged and ready to put your new knowledge into practice!

Valarie Willis is an organizational consultant with years of experience with The Leadership Challenge and is a Certified Master Facilitator. Valarie is a coach, speaker, and facilitator who works to develop leaders at all levels.

Jim Kouzes and **Barry Posner** are the authors of the internationally award-winning and best-selling book, The Leadership Challenge, with over 2 million copies sold. Together they have co-authored over thirty other books and workbooks on leadership, as well as the LPI®: Leadership Practices Inventory®.



June 21-22, 2016**Philadelphia, PA**

The Leadership Challenge® Workshop
Sponsored by Integris Performance Advisors

July 19-20, 2016**Sonoma, CA**

The Leadership Challenge® Workshop
Sponsored by Sonoma Leadership Systems

July 21-22, 2016**Sonoma, CA**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Sonoma Leadership Systems

July 26-27, 2016**Denver, CO**

The Leadership Challenge® Workshop
Sponsored by Fine Points

July 28-29, 2016**Denver, CO**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Fine Points Leadership

August 2-3, 2016**Singapore**

The Leadership Challenge® Workshop
Sponsored by Lifeskills Resources

August 9-10, 2016**Los Angeles, CA**

The Leadership Challenge® Workshop
Sponsored by Integris Performance Advisors

August 11-12, 2016

Los Angeles, CA

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Integris Performance Advisors

August 23-24, 2016**Cincinnati, OH**

The Leadership Challenge® Workshop
Sponsored by International Leadership Associates

August 25-26, 2016**Cincinnati, OH**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by International Leadership Associates

September 14-15, 2016**Singapore**

The Leadership Challenge® Workshop
Sponsored by Halogen Foundation

September 20-21, 2016**Sonoma, CA**

The Leadership Challenge® Workshop
Sponsored by Sonoma Leadership Systems

September 20-21, 2016**Boston, MA**

The Leadership Challenge® Workshop
Sponsored by Integris Performance Advisors

September 22-23, 2016**Sonoma, CA**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Sonoma Leadership Systems

September 22-23, 2016**Boston, MA**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Integris Performance Advisors

October 10-11, 2016**Birmingham, United Kingdom**

The Leadership Challenge® Workshop
Sponsored by Quest Leadership

October 11-12, 2016**Denver, CO**

The Leadership Challenge® Workshop
Sponsored by Fine Points Leadership Development

October 12-13, 2016**Birmingham, United Kingdom**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Quest Leadership

October 13-14, 2016**Denver, CO**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Fine Points Leadership Development

October 25-26, 2016**Singapore**

The Leadership Challenge® Workshop
Sponsored by Lifeskills Enrichment

October 27-28, 2016**Singapore**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Lifeskills Enrichment

November 8-9, 2016**Sonoma, CA**

The Leadership Challenge® Workshop
Sponsored by Sonoma Leadership Systems

November 9-10, 2016**Singapore**

The Leadership Challenge® Workshop
Sponsored by Halogen Foundation

November 10-11, 2016**Sonoma, CA**

The Leadership Challenge® Workshop
Facilitator Training
Sponsored by Sonoma Leadership Systems

November 15-16, 2016**Dallas, TX**







The Leadership Challenge® Workshop
Sponsored by Integris Performance Advisor

December 5-6, 2016**Orlando, FL**


The Leadership Challenge® Workshop
Sponsored by Diversity Leadership Consultants

December 7-8, 2016**Orlando, FL**

The Leadership Challenge Workshop®
Facilitator Training
Sponsored by Diversity Leadership Consultant



Why does Learning Leadership matter to you?



The Leadership Challenge wants to hear from you!

Fill in the space explaining why Learning Leadership matters to you
and share on Twitter or Instagram using **#TLCForum16**