



Welcome to the LBSNAA Capacity Building Workshop



Center for
Creative
Leadership

www.ccl.org

Center for Creative Leadership Mission



MISSION: To advance the understanding, practice and development of leadership for the benefit of society worldwide.

CCL reaches more than 120 countries from locations on 4 continents. Nearly 21,000 leaders from 3,000 organizations engage with CCL each year, *to think and act beyond the boundaries that limit their effectiveness.*





Brussels

Moscow



Colorado Springs



Delhi

San Diego



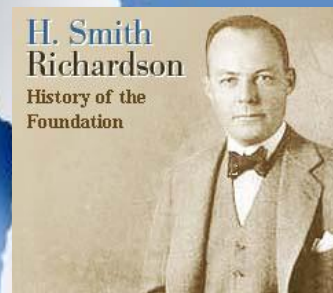
Greensboro



Addis Ababa



Singapore



A Greensboro, North Carolina

B Colorado Springs, Colorado

C San Diego, California

D Brussels, Belgium

E Moscow, Russia (partnership)

F Delhi, India

G Singapore

H Addis Ababa, Ethiopia (partnership)

Affiliate Locations

Mt. Eliza, Victoria, Australia
Ontario, Canada
Copenhagen, Denmark

Cairo, Egypt
Minato-Ku, Tokyo, Japan
Mexico City, Mexico

Bellville, South Africa
Dubai, United Arab Emirates
College Park, Maryland, USA

Hartford, Connecticut, USA
Peoria, Illinois, USA
St. Petersburg, Florida, USA

CCL's Philosophy of Leader Development

CCL defines leader development as *the expansion of a person's capacity* to be effective in leadership roles and processes.

Leadership roles and processes are those that facilitate *setting direction, insuring alignment, and maintaining commitment* in groups of people or teams who share common work.

Introductions

- Your Name
- Your Title and Department
- Something people generally do not know about you; something not on your resume/CV



Welcome

Key Learning Objectives

- **Understand self to be better prepared for their leadership developmental journey.**
- Comprehend the power of influence and emotional intelligence (EQ) in the functioning of leadership.
- **Relate to the traits and behaviours associated with leadership.**
- Deal with the multiple stakeholders in a complex and multicultural environment.
- **Gain a greater appreciation of resiliency and some practical notions of actually becoming more resilient.**
- Emphasize understanding of program content and ability to transfer and apply it in the IAS workplace.



Programme Outcomes

- ***Enhance level of self-awareness level***
- Increase personal leadership impact
- ***Gain insights into leader and leadership development***
- Enhance awareness on giving and receiving feedback as a developmental tool
- ***Gain insights into personal preferences and learning styles***
- Develop a structured goal setting and action planning process for translating learning into sustainable development



LBSNAA CAPACITY BUILDING WORKSHOP AGENDA

Monday	Tuesday	Wednesday
<ul style="list-style-type: none">• Introductions• Leader Role Models• What is Leadership?• The DAC Model• Introduction to the SBI Feedback Model	<ul style="list-style-type: none">• Influencing Tactics and Inventory• View <i>Twelve Angry Men</i> video• Debrief Video• Understanding IAS Stakeholders	<ul style="list-style-type: none">• Resiliency Presentations• Learning Type Measurement (LTM)• Case Study #3• SBI Consolidation
LUNCH	LUNCH	LUNCH
<ul style="list-style-type: none">• Case Study #1• Campbell leadership Descriptor (CLD)• The ACS Model and the Learning Curve• ColourBlind Experiential Activity• Share Learnings	<ul style="list-style-type: none">• Case Study #2• Hollow Squares Experiential Activity• Overview of Resiliency and Prep for Tomorrow's Resiliency Presentations• Share Learnings	<ul style="list-style-type: none">• Peer Feedback Session• Consolidation, Goals Setting and Goal Sharing• Evaluations and Closing Remarks

“The Lombardi Gap”



- Expand your **capacity**
- Meet your **potential**
- Fulfill your **promise**
- Develop your **latent and dormant talents**
- Realize your **possibilities**
- Visualize your **opportunities**

*“Every individual has **more potential** than they know or **have currently met**. They will of course not meet their potential on their own. They all must be **pushed and stretched**. That’s what good **leadership does**: it pushes and motivates others to be **all what they can be**.”*

Leadership Development



“You are good now, and we will make you better!” Viper



Maverick



Goose



Stair Step Model

Ground Rules

- Non-attribution norms
- *Full participation; get involved; engage*
- *Safe and supportive;* the trainers are committed to *your success*
- Place your name on your workbook
- Cell phones on *silent*; please do not use in the classroom
- Breaks
- Other



