

# VISIBLE LEADERSHIP™

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## OVERVIEW

Visible Leadership supports diversity and inclusion strategies by building leadership communication skills for visible minority talent. It addresses common challenges faced by minority communities within large organizations and develops skills to help them overcome, thrive and lead.... visibly.

In this two-day program, participants will be shown how to use their authentic skills, traits and diverse perspectives to project leadership and inspire others in every interaction. Visible Leadership is based on The Leadership Model®, The Humphrey Group's methodology for achieving influential leadership through communications. It shows participants to (1) embrace the mindset of leadership, (2) focus their thinking using a clear message and supportive structure, (3) adopt a strong and confident presence, and (4) use communications to strengthen their relationships and broaden their networks.

## TARGET AUDIENCE

Visible Leadership is for members of your organization's visible minority communities, who want to achieve their full potential by leading and inspiring others every time they communicate. It can be tailored to support talent segments at various levels.

## POWERFUL LEARNING OUTCOMES

Participants who attend this course will consistently:

- Embrace new assumptions about how and where they can lead.
- Adopt core principles that characterize a leader's mindset.
- Build personal "scripts" that reflect their leadership thinking.
- Adopt a strong and confident presence that is authentically theirs.
- Understand power dynamics in their organization and how to use these to their advantage.
- Build strategic networks that can promote their initiatives and advance their careers.

## LEARNING EXPERIENCE

Visible Leadership combines communications theory, facilitated discussion, in-class workshops, role-plays and self-analysis. It is designed to challenge participants while supporting and reinforcing your organization's diversity strategy. Working in small groups, participants will prepare for and deliver upcoming talks, receive presence coaching and roleplay difficult conversations. Every participant will receive feedback during the program, including videotaped feedback.

## DAY ONE

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### I. SETTING THE STAGE FOR VISIBLE LEADERSHIP

This module introduces the thinking behind the Visible Leadership program. Participants will take part in facilitator led discussions that explore the challenges and opportunities that come with being a visible minority in their role and their organization.

### II. BELIEVE YOU CAN LEAD VISIBLY

The starting point to leading visibly is adopting positive assumptions and embracing the mindset of leadership. The Leader's Mindset is made up of six guiding principles and each principle will help participants to think consciously about using communication as a vehicle for leadership. This is visible leadership: outwardly sharing your inner beliefs so that they can move others.

### III. GET YOUR THINKING ACROSS THE RIGHT WAY

Module 3 will introduce participants to The Leader's Script®, which will show them how to clearly formulate their thoughts and deliver them persuasively, in every communication. The organization of this tool develops your message, shows the relationship among your ideas and clearly demonstrates your thinking so your audience can buy into it – and into you.

During this module, participants will create a brief script for an upcoming communication, and will receive instructor feedback.

### IV. EARN A BIGGER SEAT AT THE TABLE: GET TO THE POINT QUICKLY

This module takes the learnings of The Leader's Script a step further as we explore how to take advantage of 'on the spot' opportunities to show leadership. Because these opportunities require you to be brief, participants will learn how to condense The Leader's Script® to make their points quicker while still conveying thinking that leads to action.

## DAY TWO

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### V. DEVELOP YOUR AUTHENTIC PRESENCE

Building presence is a critically important skill for visible minorities who want to be seen as more than just members of an ethnic group. Fortunately, it's one that can be learned and mastered. In this module, participants will learn how to use their body language, eye contact, pace and expression to project leadership every time they speak.

### VI. CREATING YOUR PATH TO VISIBLE LEADERSHIP

If you want to get ahead you must learn to enjoy building relationships with the power elite. This module explores the challenges that some people in the visible minority community face when it comes to networking and building relationships. Participants will learn about political intelligence and how to develop it. They will be given the tools they need to step out of their comfort zone and begin to build meaningful relationships that are important to their success.