

PROUD TO LEAD™

OVERVIEW

Proud to Lead is an intensive program that shows members of the LGBTQ community how to lead with pride every time they communicate. Participants will be shown how to capitalize on their leadership opportunities by articulating strong, clear messages in every interaction.

At the core of this program is The Humphrey Group's Leadership Model®. This approach teaches participants to adopt the mindset of a leader, to script themselves as a leader, to use the language of leadership, and to speak with a dynamic presence.

TARGET AUDIENCE

Proud to Lead is designed for LGBTQ members at all levels of the organization who wish to develop their leadership and communication skills.

POWERFUL LEARNING OUTCOMES

Participants who attend this course will learn to:

- Adopt a leader's mindset in every interaction.
- Present themselves as leaders in formal and off-the-cuff interactions.
- Understand how to balance authenticity with professionalism.
- Use active listening skills to unearth and overcome assumptions and objections.
- Learn how to successfully handle potentially challenging conversations that come out of being a member of LGBTQ community.

LEARNING EXPERIENCE

Proud to Lead combines practical learning with extensive personal feedback. Working in small groups participants 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

I. LEAD WITH PRIDE

- The importance of bringing your whole self to work and how you can create a path of distinction for yourself.
- Why leadership is imperative as a member of the LGBTQ community.
- **WORKSHOP:** Review profiles of well-known leaders from various diversity groups and consider what the leader had to do to be successful. Common themes will be discussed.

II. ADOPT A LEADER'S MINDSET

- The link between leadership and communication.
- Six guiding principles for thinking like a leader.
- **DISCUSSION:** What are your leadership opportunities at your organization?

III. USE THE LEADER'S SCRIPT®

- Articulate a core message that reflects your leadership thinking.
- Structure your thinking clearly and persuasively.
- Use language that inspires.
- **WORKSHOP:** Participants will create and deliver scripts for an upcoming opportunity.

IV. LEAD IN THE MOMENT

- Every interaction is a leadership opportunity.
- Read the audience, make a judgment call and determine how to best lead.
- **WORKSHOP:** Script and role-play challenging conversations where you seek to influence.

DAY TWO

V. BUILD BRIDGES THROUGH LISTENING

- From listening to leading: how to use listening to influence others and inspire action.
- **WORKSHOP:** Practice active listening techniques (disarm, empathize, praise, inquire).

VI. DEVELOP THE PRESENCE OF A LEADER

- Tailor your presence according to your audience.
- Learn to project confidence in everyday interactions using: eye contact, pace, voice, expression, body language, and tone.

VII. PUTTING IT ALL TOGETHER

- Challenging case studies will provide the basis for an interaction which you must script and prepare to role play.
- **WORKSHOP:** Deliver your response to your case study while demonstrating your listening skills, use of the script, and leadership presence. Each role play will be videotaped and examined.

VIII. CALL TO ACTION

- Support each other to continue to develop your skills.
- Go forth and inspire!