

VISIBLE LEADERSHIP™

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 skills, traits and diverse perspectives in an authentic way 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:

- Embrace a new way of thinking about how and where they can lead.
- Adopt core principles that characterize a leader's mindset.
- Learn to share their ideas so that others listen and act on them.
- 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

I. SETTING THE STAGE FOR VISIBLE LEADERSHIP

- What does it mean to lead visibly?
- Explore the challenges faced by the Culturally Diverse for advancement at their organization.
- Challenge perceptions: Moving from subject matter experts to strategic thinkers.
- **WORKSHOP:** Participants will discuss the challenges and opportunities that come with being a visible minority in their role and their organization.

II. BELIEVE YOU CAN LEAD VISIBLY

- Adopt positive assumptions and embrace the mindset of leadership.
- Six guiding principles to adopt the right mindset to lead.
- **WORKSHOP:** In small groups, participants will brainstorm ways that they can overcome the challenges they face as part of the Culturally Diverse community at their organization.

DAY TWO

V. DEVELOP YOUR AUTHENTIC PRESENCE

- Understand presence through the lens of cultural diversity.
- What does a leader “look and sound” like at your organization?
- Use your body language, eye contact, pace and expression to project leadership every time you speak.
- **WORKSHOP:** Each participant will deliver the script they created as homework. They will receive videotaped coaching on presence and delivery from their instructor.

III. THE LEADER'S SCRIPT®: PART I

- Enter every communication with a purpose and a plan.
- Use The Leader's Script to organize and articulate your thoughts:
 - Start with an engaging “grabber.”
 - Craft a key message that reflects your leadership thinking.
 - Build support for your message with a concise structure.
 - Close with a clear call to action.
 - Use language that is conversational and confident.
- **WORKSHOP:** In small groups, participants will be assigned to one of the challenges discussed earlier. They will have to present a five minute talk on ways to overcome the assigned challenge using The Leader's Script.

IV. THE LEADER'S SCRIPT® : PART II

- Use The Leader's Script in any interaction.
- **WORKSHOP:** Participants will begin to develop a script as homework for Day 2. This will be used for an upcoming communication where they have an opportunity to showcase their leadership.

VI. LEADING AT SENIOR LEVELS AS A MEMBER OF THE CULTURALLY DIVERSE COMMUNITY

- Build your ability to influence and take charge of your advancement.
- Develop your personal brand and build political savvy.
- Focus on networking and relationship-building.
- **WORKSHOP:** Participants will develop a plan to build their leadership brand and advancement in their organizations.

VII. CONCLUSION

- Building your personal plan for visible leadership.
- Reinforcing and sustaining what you learned.