OVERVIEW

Leading authentically is an inside-out process. The most effective leaders take time to understand who they are and what they want to achieve. They use this self-awareness to behave in a way that is intentional, so that the way we see ourselves matches the way others see us. This is authentic leadership and it is when we perform at our best.

Through collaborative discussion, personal reflection, and improv exercises, participants will understand who they are and how they can lead authentically. Our instructors will introduce participants to the Leader's Script, our framework for creating focused, message-driven communications. Traditionally applied to business communications, here the Script will be a tool for articulating personal stories. Combined, the day's dynamic and challenging activities will help participants answer the question: Who are you (today)?

TARGET AUDIENCE

Authentic Leadership™ is designed for people-leaders and professionals who are interested in developing their inspirational power and personal brand.

LEARNING OUTCOMES

We expect participants to come out of the session being able to:

- Share their story confidently and authentically.
- Communicate with messages that reflect who they are as leaders.
- Appreciate the impact of, and understand how to create, a well-crafted and focused narrative.

LEARNING EXPERIENCE

Authentic Leadership™ combines practical learning with self-directed reflection. Working in small groups, participants consider how their leadership can strengthen through greater personalization of interactions shared with colleagues. They will focus on how to shape perceptions of their leadership and how to build trust through storytelling. Every participant will receive personal feedback during the program, including videotaped feedback.
ONE DAY PROGRAM AGENDA

I. WHAT DOES IT MEAN TO BE AN AUTHENTIC LEADER?

- Inspirational leaders engage in a process of reflection that allows them to set intention, understand impact, and adapt behavior to demonstrate authenticity.
- Authenticity is a key leadership competency.
- Authentic leadership requires us to balance being true to ourselves, with the ability to reach different audiences.
- It’s not all about you - understanding the needs and perceptions of others is an important part of showing up authentically.
- Why does authenticity matter in your organization?
  + Authentic Leadership Matrix Workshop

II. SET YOUR INTENTION

DEFINE YOUR VALUES

- Values are the starting point for authentic leadership.
- Authentic leadership involves living your values every day.
- Explore where you live your values and where you do not.
  + Values Workshop

KNOW WHAT HOLDS YOU BACK

- Know what triggers undermine your ability to live your values.
- Identify what fears underlie your triggers.
- Develop self-regulation to maintain your authentic leadership.
  + Triggers Workshop
  + Self-Regulation Workshop

III. UNDERSTANDING YOUR AUDIENCE

- Authentic leadership involves having a sense of audience.
- What does it mean to be an audience-centered leader?
- To balance the needs of your audience with your authenticity, use the P4 method.
- Prepare in order to communicate your authentic leadership.
  + P4 Workshop
  + Communicate Your Authentic Leadership Workshop

IV. ADAPT TO LEAD

- Create a vision for your authentic leadership.
- Use your values as a starting point.
- Turn your values into actionable strategies and tactics that will move you closer to your vision.
  + Authentic Leadership Roadmap