



# LEADERSHIP STRAIGHT UP

**Authentic Leadership- the way it should be...real, bold, effective.**

Perfect for your new and potential leaders who want to create an upward path towards leadership.

In Leadership Straight Up, leaders develop their personalized leadership style through identifying what they care about, their strengths and values. They also learn how to have authentic conversations and build a leadership mindset that understands a different way of observing the world.

Leaders will learn:

- How to clearly understand and express what they have to offer as a leader and why people should follow them.
- How to discover their automatic way of thinking and learn strategies to help make more effective meaning from their thoughts.
- Learn the basic distinctions between a group, team and high performance team and discover how high performance teams work differently.
- Discover unconscious ways of thinking that is creating barriers between you and what you want to achieve with your team.

## WHO SHOULD ATTEND

Those who are or will soon be stepping into a new role as a leader. Perfect for leaders with less than 6 years of experience.

\*Awarded by the San Diego Business Journal 6 times in a row.

## THE SIMON LEADERSHIP ALLIANCE

EXECUTIVE TRAINING PROGRAMS

2021 SESSIONS

LENGTH: 12 MONTHS

ONLINE OR IN PERSON

TIME: 2 hrs/ Month

PARTICIPANTS: Up to 20

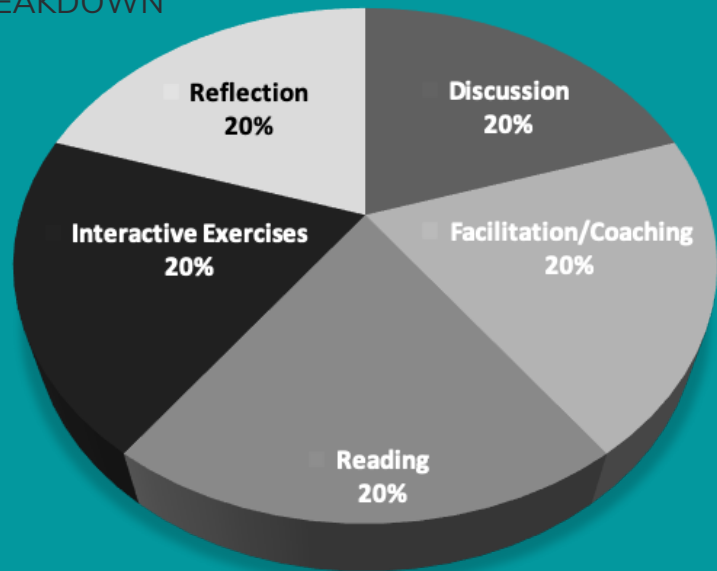


**Awarded Top Executive Training Company\***



# THE LEADERSHIP STRAIGHT UP EXPERIENCE.

## PROGRAM BREAKDOWN



## BETWEEN SESSIONS

The objective of Leadership Straight Up is to help your leaders gain the skills they need to create results. The skills and practices participants learn in class are meant to be discussed and practiced regularly between sessions.

Because of this, we pair up your class with accountability buddies and give homework that includes one practice from the session to work on throughout the month and conversations to have with your buddy. This increases accountability, and ensures that you develop new beliefs, habits, and actions that help increase your performance.

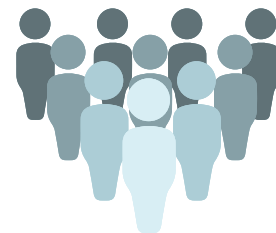
## SKILLS DEVELOPED

Cognitive Flexibility | Empathy | Social Skills | TeamWork | Self-Awareness | Listening | Open-Mindedness | Optimism | Decision Making | Complex Problem Solving | Creativity | Communication Skills | Planning | Strategic Thinking | Resilience | Agility | Influence | Persuasion | Entrepreneurial Thinking



Photo by Zachary Sawchuk from Pexels

# LEADERSHIP STRAIGHT UP



### MONTH 1

#### FRESHBIZ

- Build an Internal Entrepreneurial Mindset
- Discover specific actions you can start taking.
- Strengthen Multi-dimensional thinking

### MONTH 2

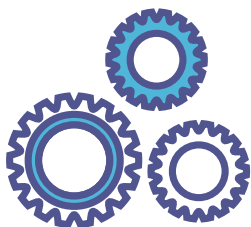
#### INTRO TO LEADERSHIP

- Generative Leadership
- Anatomy of Action
- Observer--> Results Model
- Human Beings Are Meaning Making Machines
- Facts/Assessments
- 3 Laws of Performance

### MONTH 3

#### OFFER 1

- CARE
- Concerns
- Calling/Purpose



### MONTH 4

#### OFFER 2

- Strengths-Based Team Leader
- Create & Share Your Offer

### MONTH 5

#### VISION

- Vision for Yourself
  - Your Leadership Story
  - Values
  - Default/Invented Future
  - Team Promise

### MONTH 6

#### TEAM

- Conversation for Action
- Speech Acts Intro
- Language Distinctions
- Team Norms

# LEADERSHIP STRAIGHT UP



## MONTH 7

### TRUST/ DISTRUST

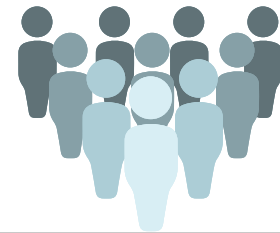
- Trust Introduction
- Components of Trust
- Handling Distrust



## MONTH 8

### AUTHENTIC CONVERSATIONS

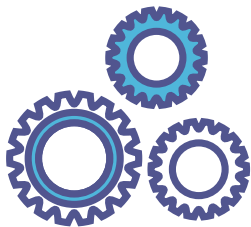
- Authentic Speaking
- Authentic Listening
- Practicing Authentic Conversations



## MONTH 9

### VULNERABILITY

- Leadership Presence
- What is Vulnerability
- Courage in Vulnerability
- Where can you be more Vulnerable?



## MONTH 10

### EMPATHY

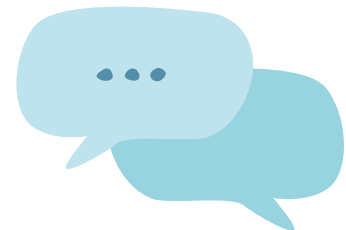
- How can you empathize with another person?
- Learning through curiosity?
- Responding Empathetically



## MONTH 11

### ENROLLMENT

- Enrolling someone into a new possibility
- Appreciation
- How can you appreciate your team?



## MONTH 12

### SHARK TANK

- Students Share a presentation and ideas for the next year

# WHAT WE DO IN THE PROGRAM



## **CELEBRATE SMALL WINS**

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Every session, we ask the question, "has anyone made a small with this month?" and celebrate small wins as a class to motivate and encourage your high potentials to stay focused on their goals throughout the year.

## **CREATE AN INTERACTIVE LEARNING ATMOSPHERE**

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Through using improv exercises, and engaging activities that help your leaders learn in multi-dimensional ways.

## **COACH YOUR LEADERS**

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Through helping your leaders identify their limiting beliefs, and helping them embrace risks and mistakes.

# THE ROI OF INVESTING IN LEADERSHIP STRAIGHT UP

## WHEN YOU INVEST IN THEM, THEY INVEST IN YOU

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Leading companies know Leadership Straight Up leads to higher rates of engagement, retention and shows a strong value of transparency in your organization.

The program allows the participants to gather feedback in the form of coaching and via their peers to identify opportunities for improvement in their performance and to help motivate and inspire the culture and results of your company.

When a leadership development program involves future leaders from all departments, it helps **build cross-functional collaboration** as participants build relationships with each other.

BOOK LEADERSHIP STRAIGHT UP FOR 2022  
NOW, SPACE IS LIMITED.

## TO REQUEST A PROPOSAL

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