ORIENTATION PACKAGE
14 JULY 2005

PACIFIC LEADERSHIP ACADEMY

PACIFIC LEADERSHIP ACADEMY: EMERGING LEADERS PROGRAM: PERSONAL LEADERSHIP
August 8 – 12, 2005

MONDAY 8/8	TUESDAY 8/9	WEDNESDAY 8/10	THURSDAY 8/11	FRIDAY 8/12
8:00am **Orientation & Introductions** Mr. Philip Evans Mr. Bill Bonds Program Managers 9:00am **Mapping Out the Leadership Journey** Mr. Philip Evans Mr. Bill Bonds	7:00-8:00am Consulting Group Time 8:00am **Resilience: The Physical and Emotional Dimensions of Leadership** Dr. Jackie Berning Dr. John Anderson	7:00-8:00am Consulting Group Time 8:00am **The Leadership Bridge: The Myers-Briggs Type Indicator** Dr. Tom Hill	7:00-8:00am Consulting Group Time 8:00am **The Leadership Bridge: Situational Leadership** Dr. Tom Hill	7:00-8:00am Consulting Group Time 8:00am **Creativity, Communication, and Change: An Innovative Approach** Mr. Robert Wells
Lunch 11:30am – 12:30pm				
12:30pm **Leadership Interactions and the FIRO-B** Dr. John Anderson 4:00-5:00pm Consulting Group Time	12:30pm **Resilience: The Physical and Emotional Dimensions of Leadership** Dr. Jackie Berning Dr. John Anderson 4:00-5:00pm Consulting Group Time	12:30pm **The Leadership Bridge: Temperament** Dr. Tom Hill 4:00-5:00pm Consulting Group Time	12:30pm **The Leadership Bridge: Combining Temperament and Situational Leadership** Dr. Tom Hill 4:00-5:00pm Consulting Group Time	12:30pm **Creativity, Communication, and Change: An Innovative Approach** Mr. Robert Wells 3:00pm **Action Planning and Next Steps:** Mr. Philip Evans

Module Descriptions:

Mapping Out the Leadership Journey (Mr. Philip Evans)
In the morning session, Mr. Evans takes the participants through an activity entitled "Best Boss/Worst Boss." This activity helps participants outline positive and negative behaviors, characteristics, and traits of "good" and "bad" leaders/managers. Participants then learn the importance of relationships through an activity called "Relationship Glasses." In this activity, participants examine co-workers/employees on "full" or "shallow" relationships. The session teaches them to build trust and community in the workplace to gain willing followers without formal authority. The final morning session is "Leadership vs. Management." This module provides an historical look at leadership and its differences from management.
Competencies Covered: Influencing/negotiating, interpersonal skills

Leadership Interactions and FIRO-B (Dr. John Anderson)
This session introduces students to an assessment tool called the Fundamental Interpersonal Relations Orientation–Behavior (FIRO-B). This instrument helps individuals rate their expressed and desired behaviors in three key interpersonal areas: inclusion, control, and affection/openness. This instrument allows participants to critique their own common behaviors and preferences in these three categories. They summarize the instrument, their results, and leadership action items. Faculty provide feedback and interpret participants' results.
Competencies Covered: Interpersonal skills, oral communications

Resilience: The Physical and Emotional Dimensions of Leadership (Dr. Jacqueline Berning & Dr. John Anderson)
In the morning session, participants learn that a balanced diet and an exercise program are the foundations of effective leadership. To have the energy to step into the leadership arena, participants learn tips on improving their diet, getting the most out of a work-out/exercise plan, and reaping the benefits of becoming energetic leaders.
In the afternoon session, participants will be able to define the core competency of resilience and apply it to their physical, emotional, social, and personal settings. Also, topics of how to deal effectively with pressure; maintain focus and intensity; remain persistent, even under adversity; and recover quickly from setbacks are covered. This topic builds upon the morning section concerning the physical dimension of leadership through nutrition by adding the mental aspect of resilience.
Competencies Covered: Continual learning, Resilience, Interpersonal Skills

The Leadership Bridge: Part I (Dr. Tom Hill)
Part I of the Leadership Bridge (authored by Dr. Hill and Ms. Good) introduces participants to the Myers-Briggs Type Indicator. This assessment examines personal preferences in four key component areas: extroversion/introversion, sensing/intuition, thinking/feeling, and judging/perceiving. Participants thoroughly examine each dichotomy so that by the end of the morning session, they understand their preferences and the strengths and weakness associated with each group. They also start to examine others' preferences once they have examined their own.
Competencies Covered: Interpersonal skills, flexibility

The Leadership Bridge: Part II (Dr. Tom Hill)
Dr. Hill continues exploring the Myers-Briggs personality test through a temperament lens. The temperaments (strategists, preservers, energizers, and mavericks) look at the functional pairs of Myers-Briggs that ultimately drive behavior. Participants examine key strengths and preferences, as well as blind spots within each category of temperaments. Through group activities and knowledge quizzes, participants end the session knowing more about personality types and preferences.
Competencies Covered: Interpersonal skills, flexibility, leveraging diversity

The Leadership Bridge: Part III (Dr. Tom Hill)
In this session, students learn and begin mastering Situational Leadership II (SLII), created by Ken Blanchard. The model of SLII is introduced and students thoroughly examine each component to diagnose the leadership need and then match the leadership style to meet that need. Participants can use this powerful model when they return to their work environment to give more clear directions to co-workers. Participants also receive their Leadership Behavior Analysis-II (LBA-II) results, which highlight their preferred leadership style.
Competencies Covered: Flexibility, problem solving, influencing/negotiating

The Leadership Bridge: Part IV (Dr. Tom Hill)
This final session is The Leadership Bridge. This model combines Situational Leadership II and Temperament theory. The participants examine ways to diagnose the individuals' needs and tailor their direction through their temperament type. Through group activities and learning quizzes, the participants learn how to tailor their leadership style to effectively reach others' preferences and needs.
Competencies Covered: Flexibility, problem solving, influencing/negotiating, interpersonal skills

Creativity, Innovation, and Change (Mr. Robert Wells)
This session introduces participants to creativity, innovation, and change through the use of levity and humor. Since humor is proven to diffuse situations and help break the ice in the work environment, participants learn and practice techniques to use in the office for teambuilding, creativity, and brainstorming session.
Competencies Covered: External awareness, creativity/innovation, interpersonal skills