

**ORIENTATION PACKAGE
14 JULY 2005**



PACIFIC LEADERSHIP ACADEMY



**PACIFIC LEADERSHIP ACADEMY: EMERGING LEADERS PROGRAM: LEADING THROUGH OTHERS
October 31 – November 4, 2005**

MONDAY 10/31	TUESDAY 11/1	WEDNESDAY 11/2	THURSDAY 11/3	FRIDAY 11/4
<p>8:00am Orientation & Progress Reports</p> <p>Mr. Phil Evans Mr. Bill Bonds Program Manager</p> <p>9:00am DiSC Personal Profile</p> <p>Mr. Glenn Brome and Ms. Marion Case</p>	<p>7:00-8:00am Consulting Group Time</p> <p>8:00am Facilitative Leadership</p> <p>Mr. Glenn Brome and Ms. Marion Case</p>	<p>7:00-8:00am Consulting Group Time</p> <p>8:00am The 9 Natural Laws of Leadership/108 Skills of Natural Born Leaders</p> <p>Dr. Warren Blank</p>	<p>7:00-8:00am Consulting Group Time</p> <p>8:00am The 9 Natural Laws of Leadership/108 Skills of Natural Born Leaders</p> <p>Dr. Warren Blank</p>	<p>7:00-8:00am Consulting Group Time</p> <p>8:00am Action Learning for Today's Leaders</p> <p>Mr. Steve Klett and Dr. Lani Duarte Robbins</p>
Lunch 11:30am – 12:30pm				
<p>12:30pm</p> <p>Emotional Intelligence</p> <p>Mr. Glenn Brome and Ms. Marion Case</p> <p>4:00-5:00pm Consulting Group Time</p>	<p>12:30pm</p> <p>The OPM Leadership 360</p> <p>Mr. Glenn Brome and Ms. Marion Case</p> <p>4:00-5:00pm Consulting Group Time</p>	<p>12:30pm</p> <p>The 9 Natural Laws of Leadership/108 Skills of Natural Born Leaders</p> <p>Dr. Warren Blank</p> <p>4:00-5:00pm Consulting Group Time</p>	<p>12:30pm</p> <p>The 9 Natural Laws of Leadership/108 Skills of Natural Born Leaders</p> <p>Dr. Warren Blank</p> <p>4:00-5:00pm Consulting Group Time</p>	<p>12:30pm</p> <p>Action Learning for Today's Leaders</p> <p>Mr. Steve Klett and Dr. Lani Duarte Robbins</p> <p>4:00-5:00 Graduation and Celebration</p>

DiSC Personal Profile and Facilitative Leadership (Mr. Glenn Brome and Ms. Marion Case)

Brome and Case spend the morning on a review of Situational Leadership and the use of the model to successfully lead through others. The rest of the day is spent examining behaviors exhibited in the workplace as outlined by the DiSC Personal Profile. Through group interactions and role-plays, participants closely examine their strengths and weaknesses. Unlike the MBTI which focuses on innate preferences, DiSC highlights preferred behaviors and how our work environment affects our behaviors.

Competencies Covered: Interpersonal skills, communication, leveraging diversity, team building, conflict management

The OPM 360-Degree Multi-Rater Feedback Instrument (Mr. Glenn Brome and Ms. Marion Case)

The OPM 360-Degree Multi-Rater Instrument is presented and results are distributed to the group highlighting the five Executive Core Qualifications (ECQs) and the 27 competencies within the 5 categories. Special emphasis is placed upon the competencies that the Emerging Leaders Track has covered. Individual and group debrief processes are discussed, and action planning is developed for successful implementation.

The 9 Natural Laws of Leadership: Parts I–IV (Warren Blank, Ph.D.)

Students discover the theory and application of The 9 Natural Laws of Leadership. Through self-exploration, contemporary film clips on leadership, case studies, action items, and experiential activities, participants learn how to be effective leaders and followers in any situation. They analyze practical situations so they can apply them to their work environments. By the end of day two, participants have covered leadership theory, the most effective ways to be a leader, to gain willing followers, and how to step into those leadership moments artfully.

Competencies Covered: Problem solving, influencing/negotiating, communication, flexibility

Action Learning for Today's Leaders (Steve Klett, MA and Lani Duarte-Robbins, Ph.D.)

This experiential activity brings together all of the seminar's individual components. Every participant is involved in this activity in some capacity. They begin by selecting the hierarchy and management team for the simulation "organization." Workers and supervisors are then selected to implement and guide the activity. The "new" agency must then decide a monetary goal for the exercise and have a timeframe to complete the challenge. Each program phase (physical components, individual differences, leadership, ethics, communication, etc.) is tested. Participants then run the simulation and summarize the activity.

Competencies Covered: Creativity/innovation, flexibility, team building, problem solving, influencing/negotiating, interpersonal skills