

Alaskan Experience Executive Leadership Retreat – The Content

Offerings available in June and August

Session 1: The Zone of Success



We begin by remembering what caused us to become leaders. Were we driven by values? Looking back at our careers, what is the single most important tool of great leadership? These questions will be explored and we will remind ourselves about the critical differences between management and leadership. We have all had successes and failures, and we will interrogate a company crisis and take away how leaders keep their organization in the zone of success. Each attendee will complete the Myers-Briggs Type assessment – most of us have done it before. This time the results will be used to shape a view of the team, its strengths and weaknesses, and actions the team can take to improve when they get back home.

Session 2: Creating a Viable Future



Who has not missed the big picture from time to time? What we perceive becomes real for us and the existence of observers who notice what's going on imparts reality to everything. It is the leader's job to ensure that reality is thoroughly interrogated and the company is headed in a direction that is viable for the future. We will practice a simple technique that is the building block of great leadership. Great leaders understand risks and they engage teams in frictionless debates that create dialogue around goals, risks, problems, and opportunities. We will use a group exercise to answer the question: *What is the constraint that's limiting the company's potential?* We end the session by practicing how leaders ignite flames of passion about a company's future.

Session 3: Behaving Like a leader



Many of us have learned the hard way that our behavior drives potential. When a person becomes aware of their behavior and changes it to adopt the behaviors of great leadership, then they become a great leader. We will analyze three key leadership behaviors that are readily manageable and explore the critical roles these behaviors have in determining success.

Session 4: The Intangibles

In ten seconds we can pick the leader from the crowd! Why do some people seem to be naturally-born leaders? We perceive something special in them and we will analyze these - *Intangibles*. How do we nurture these in our companies? A working model for acquiring the *Intangibles* will be presented and illustrated through several exercises. We end this session with handling difficult confrontations and practice a method for managing any confrontation effectively. Each attendee will complete the EQ-I Emotional Intelligence and Leadership Assessment and the results will be reviewed in a private coaching session with the instructor following the retreat.

Session 5: The Invisible Enabler

We all know that our main job is to steer the company in a successful direction. We are at our best when we engage employees in conversations that shape a viable future for the company. Leaders deliberately step out of the past and present and manage conversations to the future domain. A conversational model is presented and reinforced through several exercises. There are essential distinctions in language and listening that must be mastered. A key learning is that being aware of the inner narrative and self-story are essential to being able to listen effectively. A story-telling exercise is used to illustrate the learning

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