

Detailed Agenda

Discovering Your Leadership Strengths to Become Effective and Empowered
Saturday, February 21, 2009
8:00 AM to 11:30 AM

In this session, participants will:

- Explore the strengths and skill sets of leaders.
- Discuss the difference between management and leadership.
- Discover their unique and natural leadership style/strengths.
- Understand the role of leadership in fostering an organizational climate that empowers and inspires people.
- Discuss how to take exercises presented in this workshop and apply them at work.
- Explore next steps for developing their leadership capacity.

8:00 Welcome and Introductions

As each person comes in, hand him/her an index card printed with the following question: "What is one of your biggest leadership challenges that you would like to have some clarity about by the end of this workshop?" Ask participants to write the answer on the card. Go around the room and ask each person for his/her name, state, organization, and answer to the question (if they wish to share).

8:20 Introduction to the session

Background for session, walk through agenda

8:25 What is Leadership and How Does It Differ From Management?

- 1) View video clip: Qualities of a Good Leader (2:47)
- 2) View video clip on the difference between management and leadership. (4:16)
- 3) Brief group discussion

8:40 Pace Color Palette

- 1) Introduction to Pace Color Palette.
- 2) Complete Pace Color Palette
- 3) Break into color groups and discuss the following:
 - a. What are the leadership strengths and weaknesses of this color type?
 - b. What would be possible at work if you tapped into your color's strengths?
 - c. What happens at work when you hold your strengths back (ie, do not bring your color strengths into your work)?
 - d. Identify an aha moment regarding you and your color type.

9:10 Tapping into your leadership potential: Mini-Lecture and Coaching Demo

- 1) View 20 minute video clip and discuss for 5-10 minutes
- 2) Coaching Demonstration (about 15 minutes)
 - a. Think about the question you have on your 3x5 card and identify a strength on your pace color palette that will help you address that question.
 - b. Tell me about a point in time where you exhibited this strength?
 - c. On a scale of 1-10 (10 being the 100%) how much are you honoring this strength at work?
 - d. If you were to honor this strength at a 10, what would be different at work?

- e. What 1-2 things can you like to do over the next 1 month to honor this strength at work?
- 3) Break into dyads and 'coach' each other using the questions used during the demonstration (10 minutes each – 20 minute exercise).
If there's time, ask if anyone wants help to identify ideas/resources for action steps identified in (e) above.

10:15 Break

10:25 Childhood Obesity Case Study

Introduce the case study as a familiar example that relates to participants' real MCH work. Break into groups of no more than 8-10 people by color (from earlier Pace Palette activity). See discussion questions handout. Spend 30 minutes in the groups, then 15 minutes for groups to report back to the full group a) the most important strategy for Gloria and b) the leadership strength she can draw on.

11:10 Closure and planning

- Ask each participant to take out the index card they were given at the beginning of the session, and on the blank side write down 1 to 3 things they discovered about the challenge they identified—whether it's a potential solution, ideas for further study/action, knowledge about themselves that illuminates the problem, or resources for assistance in addressing it.
- Ask if anyone would like to share their ideas about opportunities to practice their leadership skills and/or resources they can tap to assist them in strengthening their leadership skills.
- Refer them to the MCHLDS website for more structured tools for self-assessment and planning.

11:25 Feedback on the session

Ask participants to fill out feedback form and turn it in on the way out.

11:30 Adjourn