



## LEADING IN THE MIDDLE

Developing  
Influence,  
Driving Change



DATES:  
October 21-23, 2019

BEGINS:  
Monday 9am

ENDS:  
Wednesday 5pm

PROGRAM  
LENGTH:  
3 Days

PROGRAM FEE:  
\$2,250

When a leader's responsibilities expand to overseeing organizational functions and other managers, the range of competencies needed to succeed expands as well. Given the complexity and pace of today's organizations, the experienced leader must have a strong sense of self, personal insight and relational facility in addition to the technical competencies of management.

This program focuses on both the inner and outer work of leadership. Using feedback from The Leadership Circle Manager Edition, you will have the opportunity to explore your personal leadership competencies working in a small group of your peers, and then utilize this understanding to develop influence and manage change within your organization.

The program, grounded in GISC's leadership approach, presents research and theory of an evidence-based model with an emphasis on practice, reflection, and feedback. Through experiential activities, skill-building exercises, and simulated practice, you will explore the significant differences between doing and leading, and build on the key communication skills needed to influence others at all levels of the organizational system. You will learn the powerful concept of polarities thinking and its many applications – from developing others, to blending goal-directed with relational behaviors, as well as balancing functional and divisional needs with organizational needs.

### Benefits

As a participant in this program you will:

- Demonstrate understanding and ability to empower and develop managers
- Learn to integrate cross-functional perspectives
- Hone your communication skills – including skip-level communication without diminishing the authority of managers below you
- Understand what drives you and how you define yourself – the inner work of leadership
- Assess and reflect on your leadership utilizing a 360 assessment
- Gain insight into your leadership behaviors and assumptions that lead to high achievement
- Gain insight into your inner beliefs and assumptions that limit your effectiveness and authentic expression as a leader
- Understand and update your leadership brand
- Deepen awareness of your strengths and development needs as a leader and set a path for future growth
- Build your professional network of support

### Participants

*This program is for experienced leaders who are charged with leading functions or other managers or who expect to move into such a role. The program is also suitable for senior leaders wishing to understand key concepts for this level of leadership or who have no prior training and seek formal leadership development.*

**Prerequisite:** "Leading Self" (in-person training or blended learning) is a prerequisite for this and every GISC leadership program.

**Follow-on Support:** Optional fee-based learning and support through individual or group coaching is available and encouraged for graduates of this program to reinforce learning and growth. We recommend two one-hour phone coaching sessions post training.

