

It was 1982 when Jim Kouzes and Barry Posner “...set out to understand those times when leaders performed at their personal best...” What came out of that were five fundamental leadership practices that were common to great achievements in leadership. These five fundamental leadership practices, each with their two commitment statements, are presented very briefly below:



Model The Way

- Clarify your values by finding your voice and affirming shared values
- Set the example by aligning actions with shared values



Inspire A Shared Vision

- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations



Challenge The Process

- Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve
- Experiment and take risks by constantly generating small wins and learning from experience



Enable Others To Act

- Foster collaboration by building trust and facilitating relationships
- Strengthen others by increasing self-determination and increasing competence



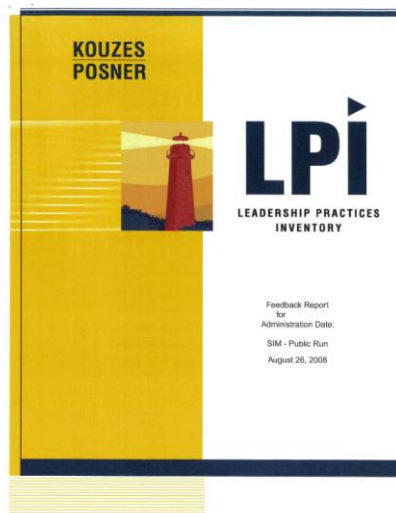
Encourage The Heart

- Recognize contributions by showing appreciation for individual excellence
- Celebrate the victories by creating a spirit of community

If you desire a framework for establishing your organization's leadership development culture and for keeping your leadership pipeline flowing strongly, then “The Leadership Challenge” can definitely be considered. We recommend “The Leadership Challenge” particularly for organizations that are relatively new in establishing formal structures for leadership development.

Benefits

- ✓ One of the most widely-used leadership assessment and development frameworks
- ✓ Large array of resources to help incumbent leaders become even better
- ✓ Common language for leadership development throughout the organization
- ✓ Especially useful for organizations with “Young and Tender” emerging leaders
- ✓ Experience immediate results from “Effects of improved leadership practices”



Concept: Establishment of a leadership development framework using “The Leadership Challenge” framework as follows:

- Conduct of a 2-day in-house workshop for incumbent leaders
- Pre-workshop assignments to be handed in one week before the workshop proper
- Administering of Leadership Practices Inventory (LPI) 4 weeks before the workshop proper
- Optional administering of second LPI six months after the workshop
- Optional leadership coaching based on LPI during the six months between workshop and administering of second LPI. The time frame is as illustrated below:

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
Administer LPI Distribute and collate pre-workshop assignments Conduct 2-Day workshop	Leadership Coaching once a week	Leadership Coaching once a week	Leadership Coaching once a week	Leadership Coaching once a week	Leadership Coaching once a week Administer second LPI Debrief and notes on how to maintain progress and continued growth



Broad Outline of 2-Day In-House Workshop

Day One

TIME	ACTIVITY	OBJECTIVE
0830 – 0900 hrs	Registration	Networking and settling down
0900 – 1030 hrs	Observations from pre-workshop assignments	Participants to recognize where we are now
1030 – 1045 hrs	Tea Break	
1045 – 1230 hrs	Overview of “The Leadership Challenge” framework	Levelling-up for all participants
1230 – 1330 hrs	Lunch	
1330 – 1530 hrs	Model the Way E.g. “A Picture is Worth a Thousand Values”	Going in-depth into the practice of “Model the Way”
1530 – 1545 hrs	Tea Break	
1545 – 1730 hrs	Inspire A Shared Vision E.g. Blind Square	Going in-depth into the practice of “Inspire A Shared Vision”
1730 – 1745 hrs	Wrap-up of Day One	Reflection and consolidation

Day Two

TIME	ACTIVITY	OBJECTIVE
0830 – 0900 hrs	Icebreakers	Energizers and reflection
0900 – 1030 hrs	Challenge The Process E.g. Innovation Quiz, Frog Leap, Balancing Act	Going in-depth into the practice of “Challenge The Process”
1030 – 1045 hrs	Tea Break	
1045 – 1230 hrs	Enable Others To Act E.g. Helium Stick, Acid River	Going in-depth into the practice of “Enable Others To Act”
1230 – 1330 hrs	Lunch	
1330 – 1530 hrs	Encourage The Heart E.g. Appreciation Exercise, Make Me Successful, Applied Law	Going in-depth into the practice of “Encourage The Heart”
1530 – 1545 hrs	Tea Break	
1545 – 1730 hrs	Your LPI Committing	How to make the most from your LPI Where Do We Go From Here?
1730 – 1745 hrs	End of “The leadership Challenge” workshop	

Contact us for a discussion now!

E: elijah@elijahconsulting.com
Cell: +6597119005
In: [sg.linkedin.com/in/elijahlim](https://www.linkedin.com/in/elijahlim)
Web: www.elijahconsulting.com