

# Not Your Neighborhood Book Club

## Focused Preparation for The Leadership Challenge® Workshop



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Presented by:  
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# A little history

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- How we got started in Osceola County, Florida
- Creating a Culture Change
- Benefit of the Kick-off
  - Delivery of the Books
- The first reading circle, successes and learnings



# Preferred Structure

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- Perform LPI at the very beginning, preferably prior to the start of the reading circles
- Distribute books prior to the first session
- Schedule 2 weeks apart
- Hold sessions at lunch time and serve food
- Complete one week prior to TLC workshop



# Design of the Sessions

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- Seven Sessions – to follow the sections of the book
- First and Last facilitated by the head of the organization
- Remaining five sessions facilitated by selected leaders
  - Picked people already exhibiting leadership behaviors
  - The selected leader/facilitator determines structure of the session



# Sessions Structure Variations

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- Prepared questions for session discussions
- Prepared questions distributed prior to the session
- Free-flow discussion (more successful in later sessions)



# Benefits Observed

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- Encourages level of trust
- Team development
- Stimulates philosophical discussions (who usually has time for that?)
- Brainstorming of ideas
- Cumulative learning allows weaving behaviors into every day
- Subordinate involvement



# Impact on TLC Workshop

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- Less time spent explaining The Five Practices in a two-day event and more time for experiential activities and discussing application
- Have already engaged in some level of self evaluation
- Quicker understanding of LPI results and less time in denial



# LPI Results Impact

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- Move to humility
  - Participants have already engaged in discussion about how they might be showing up behaviorally in The Five Practices
  - The 30 items connections are easier because connections have already been made



# Cultural Change Implications

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- Two day workshop opportunity to make bigger bang for time spent in workshop
- Comparison to the DOD-IG full week workshop



# Long Term Benefits

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- Material internalized over longer period of time
- Quicker move beyond understanding to consciously exhibiting changed behavior
- Common experience creating common language and common bond



# Long Term Benefits (continued)

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- Exhibits upper leadership support
- Non-threatening insight into the strengths and weaknesses of the organization's leadership
- Greater Potential for Leaders to engage subordinates
  - Success Stories



# Thank You!

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- Laura Blackmon
  - County Manager, Orange County, North Carolina
  
- Stephen Hoel
  - President, Diversity Leadership Consultants
  - The Leadership Challenge® Workshop Master Facilitator