

What's Next? Why, The Challenge Continues of course!

You've been asking for it, and we're pleased to finally deliver a follow-up, reinforcement program for The Leadership Challenge® Workshop and others. Written in conjunction with training expert Jane Bozarth, this package features a Facilitator's Guide and five individual workbooks geared to each of The Five Practices of Exemplary Leadership®. Read on to learn more about it!

What is *The Challenge Continues* designed to achieve?

In brief, 90-minute modules focused on each of The Five Practices of Exemplary Leadership®, this refresher program aims to address two of the biggest challenges facing leadership development professionals today: helping leaders remain focused on implementing their new skills and behaviors over time and sustaining their enthusiasm for practice and learning following the initial leadership development program experience. Making leadership development training a *process* rather than an event will help maximize the transfer of new learning to the workplace and to life.

Who is *The Challenge Continues* designed for?

Any leader who has completed The Leadership Challenge® Workshop, the Leadership Is Everyone's Business Workshop or the Leadership Practices Inventory (LPI) as part of his or her own leadership development journey will benefit from this follow-on program. In particular, each of the program's 90-minute modules is designed to speak to the questions and issues most often faced by leaders who have been working to implement The Five Practices of Exemplary Leadership® for at least the previous nine to twelve months. A thorough understanding of the critical concepts of The Five Practices and LPI items is required in order to get the most out of *The Challenge Continues* program.

What are the benefits of participating in *The Challenge Continues*?

This refresher program will help move leaders beyond the core leadership behaviors and practices they acquired as participants in one of the other Leadership Challenge workshops. In addition to refining the practice of specific skills and behaviors, some activities will require that participants go beyond the self-development focus of previous programs and identify ways to extend the use of The Five Practices: to develop team members, to influence the broader spheres of their work units, or to bring the principles and practices of The Leadership Challenge to aspiring and seasoned leaders alike throughout their organization.

Do leaders have to attend The Leadership Challenge® Workshop before participating in *The Challenge Continues*?

A thorough understanding of the critical concepts of The Five Practices and the Leadership Practices Inventory (LPI) are required in order to get the most out of *The Challenge Continues* program. The Leadership Challenge® Workshop is one of the experiences leaders could bring to this follow-on training. They also could

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have participated in the Leadership Is Everyone's Business Workshop. But of special importance, leaders must have completed the Leadership Practices Inventory (LPI) as part of their own leadership development journeys. Each of the program's 90-minute modules is designed specifically for leaders with at least nine to twelve months of experience working to implement The Five Practices of Exemplary Leadership® that resulted from a recent LPI assessment.

What are the components of *The Challenge Continues*?

The complete package includes five individual modules, each focused specifically on one of The Five Practices. Modules are provided both for use in a traditional classroom setting and for virtual classroom delivery. Each module opens by engaging participants in sharing the small wins they have experienced thus far in their leadership journeys and continues the focus on successes and opportunities for growth while uncovering various techniques to enhance individual performance in all five of the practices. Supporting activities and handouts are included in the Facilitator's Guide and are available on an accompanying flash drive for easy duplication. A special section of supplemental resources offers valuable articles and ideas for incorporating current topical concepts of special interest to today's aspiring leaders: Stephen Covey's seven habits, emotional intelligence, ethics, servant leadership, utilizing talents and strengths, storytelling, sustaining learning, and using virtual technologies.

How can *The Challenge Continues* be delivered?

The Facilitator's Guide includes step-by-step instructions, suggested agendas, and detailed scripts for conducting *The Challenge Continues* sessions in both traditional classroom and virtual classroom settings.

How long does it take to complete?

Ninety-minute agendas are provided for each of The Five Practices. Depending on time constraints and other factors, each module can be used as a stand-alone presentation, in multiples, or all together.

