

WORKSHOP OVERVIEW

THE LEADERSHIP CHALLENGE® WORKSHOP

Sample Workshop Agenda

APPROXIMATELY 24 HOURS OF TRAINING IN THREE DAYS

DAY ONE

TIME	ACTIVITY
------	----------

ORIENTEERING

8:30 Welcome (5 minutes).

8:35 Icebreaker (30–40 minutes).

9:10 Places We Have Never Been (15–20 minutes).

9:25 Personal-Best Leadership Experience (1 hour).

10:25 **BREAK** (15 minutes)

10:40 The Five Practices of Exemplary Leadership® (30 minutes).

11:10 The *Leadership Practices Inventory* (20–30 minutes).

11:35 Reflecting on Your LPI Feedback (45 minutes).

12:20 Module Summary (5 minutes).

12:25 **LUNCH** (1 hour)

MODEL THE WAY

1:25 Introduce the Practice (5 minutes).

1:30 LPI Feedback: Model the Way (10 minutes).

1:40 Characteristics of Admired Leaders (20–30 minutes).

2:05 Values Clarity and Commitment (10 minutes).

2:15 Values Card Sort (20 minutes).

2:35 Credo Memo (25 minutes).

3:00 Unify Constituents (5 minutes).

3:05 How One Leader Models the Way (Video) (10–15 minutes).

3:20 **BREAK** (15 minutes)

3:35 Set the Example by Aligning Actions with Values (20–30 minutes).

4:05 Module Summary (3–5 minutes).

INSPIRE A SHARED VISION

4:10 Introduce the Practice (10 minutes).

4:20 LPI Feedback: Inspire a Shared Vision (10 minutes).

4:30 What Is a Vision? (20 minutes).

4:50 Envision the Ideal and Unique Future (30–35 minutes plus 30 minutes of homework).

5:25 **CLOSING & PREVIEW OF NEXT DAY** (5 minutes)

5:30 END OF DAY ONE

(Continued)



DAY TWO

TIME	ACTIVITY
8:30	Welcome and Review Schedule for the Day (10 minutes). INSPIRE A SHARED VISION (Continued)
8:40	Envision the Ideal and Unique Future, <i>Continued</i> (30 minutes).
9:10	Breathe Life into Your Vision of the Future (20–30 minutes).
9:35	Finding Common Ground (20–30 minutes).
9:55	Let's Talk: One Leader's Conversation About a Shared Vision of the Future (Video) (15–20 minutes).
10:10	BREAK (15 minutes)
10:25	Clarifying Your Vision of the Future (30 minutes).
10:55	Module Summary: Inspire a Shared Vision (5 minutes). CHALLENGE THE PROCESS
11:00	Introduce the Practice (Video) (20 minutes).
11:20	LPI Feedback: Challenge the Process (10–15 minutes).
11:35	Take the Initiative (15–20 minutes).
11:55	Make the Challenge Meaningful (15 minutes).
12:10	LUNCH
	CHALLENGE THE PROCESS (Continued)
1:10	Use Outsight (15–20 minutes).
1:25	Taking One Step at a Time (20–30 minutes).
1:45	Learning from Mistakes (30–45 minutes). (Omit if doing an outdoor challenge activity.)
2:15	Taking Risks (60–120 minutes, depending on whether you use an outdoor challenge activity).
3:15	Module Summary (5 minutes).
3:20	BREAK (15 minutes)
	ENABLE OTHERS TO ACT
3:35	Introduce the Practice (5–10 minutes).
3:45	LPI Feedback: Enable Others to Act (10 minutes).
3:55	Powerful Times, Powerless Times (30–45 minutes).
4:35	One Leader Who Strengthens Others (20–30 minutes).
5:00	Develop Competence (20–30 minutes).
5:25	CLOSING & PREVIEW OF NEXT DAY (5 minutes) Homework: Vision Presentation Planning.
5:30	END OF DAY TWO

(Continued)

WORKSHOP OVERVIEW

DAY THREE

TIME	ACTIVITY
8:30	Welcome and Review Schedule for the Day (10 minutes). ENABLE OTHERS TO ACT (Continued)
8:40	Experiencing Collaboration (60–90 minutes depending on whether you use outdoor activities).
10:10	BREAK (15 minutes)
10:25	Develop Cooperative Goals (20 minutes).
10:45	Module Summary (10 minutes). Reinforce key points of module.
<hr/> ENCOURAGE THE HEART	
10:55	Introduce the Practice (5 minutes).
11:00	LPI Feedback: Encourage the Heart (5–10 minutes).
11:10	Most Meaningful Recognition (20 minutes).
11:30	The Seven Essentials of Encouraging the Heart (10 minutes).
11:40	How One Leader Encourages the Heart (Video) (15 minutes).
11:55	An Encourage the Heart Idea Exchange (10 minutes).
12:05	Telling an Encouraging Story (20 minutes).
12:25	Module Summary (3–5 minutes).
<hr/> LUNCH	
<hr/> MAKING COMMITMENTS	
1:30	Introduce the Module (5–10 minutes).
1:40	My Leadership Assessment (5–10 minutes).
1:50	Personal Leadership Development Goals (30 minutes).
2:20	Getting Ready to Communicate Your Values and Vision (20 minutes).
2:40	BREAK (15 minutes)
2:55	Communicating Vision and Values (80–90 minutes).
4:25	Making Commitments (30 minutes).
4:55	Celebrating Our Accomplishments (15–20 minutes).
5:15	Workshop Closing (15 minutes).
5:30	Bon Voyage

(Concluded)