Welcome

Tom Heuer: VP, Executive Team Development and Leadership Challenge
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Importance of Challenge

- Growth Engine for the Business
- Encourages Innovation
- Develops People
- The Thrill of Being in Business

To grow you have to be willing to change.
Change occurs from challenging the way things currently are.

What Challenge Means

- Innovating – wet paint, new ideas and approaches
- Thinking and Reflecting
- Acting – Doing something with the thinking

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.
The problem is not how to get innovative thoughts into our heads, but how to get the old ones out.

Dee Hock
Founder of VISA International

Vital for the business
Understanding the “how to” is not enough
✓ Examine internal traits of successful role models
✓ Environment of “Challenge” essential

Areas of Focus

2.5 Hour Module
Video Case Study
Why is this practice important?
How have you innovated over the past three months?
Experiential Activity
What must you have to innovate?
Where is your passion?

Teaching CTP at Fifth Third Bank

You need six specific traits:
Passion
Vision
Expertise
Experience
Courage
Confidence

Law of Challenging The Process

Determine “what” you are challenging. Be clear.
Why is this “what” important?
Can you convince anyone?
- Are you passionate?
Take Action!

How To Challenge The Process

Video Case Study
Leadership Challenge

A Few Results

Learn More

**Leadership Challenge**

- Pre and Post Meetings With Managers (Weeks 1-2)
- Six-Week Conference Call
- 15-Email Package to Support the Five Practices (Throughout Year)
- Alumni Groups (Weeks 6-12)
- Five Minutes For Development
- One-Day Follow-Up Session (Post Year)
- Group LPI With Senior Leadership Team (Annually)

**Sustaining Effort**

- **Description** 0-3 Months 3-6 Months 6-9 Months 9-12 Months 12-15 Months
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**A Few Results**

- Direct correlation between higher LPI scores and performance
- Spawned “Leading Through Innovation,” which has generated $millions in new revenues
- Provides common focus for strategic planning and growth discussions

**Learn More**

Growth leaders do not just think outside the box. They refuse to believe there is a box to begin with.

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