Organizations and professionals alike strive for growth – growth in mindsets, skills and results. The redesigned FCCS Leadership Development Portfolio delivers expert content, learning outcomes and support to grow your leadership talent… and your bottom line.

Brought to you by the FCCS Accelerate Center, every carefully crafted module and program includes actionable, applicable lessons and networking opportunities to boost your career and your company.

Start growing your leadership today.

**Programs for each Leader Level**

- **LEADING SELF**
  Develop your strengths and grow your contributions

- **LEADING OTHERS**
  Strengthen your abilities to empower your team

- **LEADING LEADERS**
  Inspire vision and develop strategy for optimal business results

Progression within and between programs builds leadership capacity and reinforces critical themes of transformation, personalization and empowerment.

**Leadership Journeys**

Leadership Growth at Every Level

**BENEFITS FOR ORGANIZATIONS**

The FCCS Leadership Development Portfolio develops effective leaders to increase productivity, engagement and innovation. Especially in today’s complex and chaotic business world, these visionary leaders are critical to daily operations, customer satisfaction and long-term success.

- Reap the rewards of effective leadership today, and build your bench strength for tomorrow – more important than ever with multiple generations and mobility in the workplace.
- Strengthen engagement and enthusiasm by investing in the employee’s development.
- Support continuous learning and camaraderie across the Farm Credit System with valuable ideas and insights from a network of peers.

**ACCELERATE your learning and growth today.**

Contact our leadership experts
email us at info@fccsconsulting.com
FC\CS LEADERSHIP DEVELOPMENT PORTFOLIO

Leadership Journeys

ENHANCED PROGRAMS FOCUS ON GROWTH, RELATIONSHIPS AND RESULTS

+ Design and format driven by client input from Farm Credit and Ag Coop Client Advisory Boards.
+ 75% new programming and content.
+ Shorter, in-person sessions.
+ Programs are organized by leader level to focus attention on applicable and relevant skills.
+ Stronger and more role-specific networking, including small peer groups that meet throughout the journey and replace learning partners.
+ More connection points to reinforce learning via short, live online sessions.
+ Learners take a more active role and will lead workshop debriefs, ice breakers and share lessons learned.
+ Targeted and relevant programs for each participant, providing them with the right skills at the right time in their careers.
+ Programs are developed and delivered by an expert FC\CS team well-versed in adult learning and professional development, psychology, group dynamics and neuroscience.
+ Our expertise is enhanced with insights from outside industry experts and thought leaders.

FC\CS’ leadership development programs have had a profound impact on my ability to grow my career. The topics, assessments, tools and learnings have been enormously helpful as I grew from first-time manager to senior manager and director, to now owning my own business supporting Farm Credit organizations. I apply the insights from FC\CS every day, and have from my very first course.

— ANGEL EVANS, OWNER, AGLIFE MARKETING
FORMER DIRECTOR OF MARKETING FOR AGFIRST
### Characteristics of Leadership Journeys

**EMPOWERING**
- Implement learning on-the-job
- Influence by leading sessions in the program
- Impact your learning through small peer groups

**TRANSFORMATIVE**
- Challenge your comfort zone
- Grow your professional network
- Learn from diverse thought leaders
- Build habits for resilience

**PERSONAL**
- Develop insights on other’s perception of you through top-rated assessment tools
- Design your Personal Learning Strategy (PLS)
- Practice mindfulness to increase clarity and focus

### Programs and Benefits for Every Leader Level

<table>
<thead>
<tr>
<th>LEADING SELF</th>
<th>LEADING OTHERS</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>DEVELOP YOUR STRENGTHS AND GROW YOUR CONTRIBUTIONS</strong></td>
<td><strong>BUILD A HIGH PERFORMING TEAM THROUGH COACHING, FEEDBACK, AND TRUST</strong></td>
<td><strong>INSPIRE VISION AND DEVELOP STRATEGY FOR OPTIMAL BUSINESS RESULTS</strong></td>
</tr>
<tr>
<td><strong>LEADER LEVEL</strong></td>
<td>First-time and skilled managers who lead teams</td>
<td>Senior level leaders whose decisions impact a function or the whole association</td>
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<tr>
<td>Individual contributor, high potential employee or anyone interested in self-development</td>
<td>18-month learning journey with multi-day sessions every 6 months.</td>
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</tr>
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<td><strong>3-day learning experience targeting self-development and how you contribute to teams.</strong></td>
<td>Engaging, 1-2 hour online sessions between live events to maintain momentum and engagement.</td>
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<tr>
<td><strong>Use the CliftonStrengths assessment to recognize and develop your strengths and contribute to success.</strong></td>
<td>Real-world application is ensured by including participants’ managers in individual planning and defining desired outcomes and goals.</td>
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<tr>
<td><strong>Outdoor learning adventure builds confidence and self-awareness.</strong></td>
<td>Experiential learning adventure reinforces teamwork and leadership.</td>
<td>Experiential “Friday Night at the ER” – an engaging simulation to make systems thinking fun while enlightening players how to apply the approach in a complex, evolving situation.</td>
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<tr>
<td><strong>Hear from a special guest speaker who shares stories from the world’s tallest peaks.</strong></td>
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The FCCS Accelerate Center’s Leading Self program supports individual contributors and others interested in personal growth in a program of self-exploration to enlighten and inform your future. Join us on this 3-day experiential learning event to develop your strengths and use them to meaningfully contribute to your personal success and to the success of your team.

**LEADING SELF OVERVIEW**

+ The self development and mindsets explored in Leading Self will challenge your comfort zone through influential and impactful activities that will help you develop your personal learning strategy while developing your self-awareness and mindfulness.
+ Study a critically acclaimed docuseries exploring leadership and teams on Mt. Everest and play an experiential classroom game of climbing the mountain.
+ Create your personal learning strategy to carry your development goals outside the classroom and help guide you to your next career goal in leadership.
+ Enjoy content and format developed and delivered by an expert FCCS team well-versed in adult learning and professional development, enhanced by outside experts and thought leaders, and informed by our clients and two Client Advisory Boards.

**Who Can Benefit**

- Individual contributors
- High potential employees
- Anyone interested in focusing on self-development

**Key Learnings**

- Examine how your individual strengths impact your team
- Challenge your comfort zone
- Develop your personal learning strategy

ACCELERATE your learning and growth today.

Contact our leadership experts
email us at info@fccsconsulting.com
LEARNING THEMES
- Teamwork
- New team members
- Self-awareness
- Leadership
- Complexities
- Perception
- Unexpected conditions
- Conflict management
- Diversity
- Accountability

TARGETED TOPICS
+ CliftonStrengths
   This Gallup® assessment will identify your innate talents and apply them to your relationships and your work while also addressing them through experiential learning activities and discussion.

+ Personal Learning Strategy
   Learn an engaging and effective learning strategy for continuing self-development both inside and outside of the classroom.

+ Denver Adventures
   Get “Lost in the Woods” on a half-day nature walk that includes leadership lessons and team activities.

+ Guest Speaker
   Listen to an experienced, native Himalayan Sherpa share leadership lessons learned on the world’s highest peaks.

OBJECTIVES
- INTERPRET how your specific strengths and behaviors impact your work and others’ perceptions of you.
- LEARN how your natural strengths contribute to your success as an individual and as a valued team member.
- DEVELOP your personal learning strategy that will carry your self-development past the classroom and impact your future growth.
- EXPERIENCE networking and team building through experiential learning activities as if you were climbing Mt. Everest in the harshest of conditions.
- RECOGNIZE your mindfulness of others’ hardships and the diverse experiences they bring to a team.
Develop Your Strengths and Grow Your Contributions

Join us on a learning event and develop your strengths and use them to meaningfully contribute to your personal success and to the success of your team.

**PRE-EVENT PREPARATION**
- Watch Ultimate Survival: Everest—complete the 6-episode docuseries.
- CliftonStrengths—complete the assessment.

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**Day 1**

**The Strength to Summit**

Uncover your innate strengths and talents and learn how each strength contributes to the success of a team. Create your personal learning strategy to continuously develop your strengths in your place of work. Enjoy an experiential game of summiting Mt. Everest and the self-development that come with the success and failures of traversing difficult and challenging scenarios.

**FEATURED LEARNING MODULES**
- Understand your CliftonStrengths Assessment
- Introduction to The Ultimate Ascent theme and game
- Personal Learning Strategy

**OUTCOMES**
- CliftonStrengths insights
- Understand the integral relationship of how individual skills impact a team
- Personal Learning Strategy
Lost in the Woods Excursion

Experience a half-day nature walk with leadership lessons and activities like building a shelter and other team-oriented survival skills that emphasize your individual strengths and contribution of your strengths to a team, plus the decisions being made in the moment.

OUTCOMES

+ Emphasize individual strengths and how they contribute to a team’s success or failure
+ Critical thinking skills and decision-making skills with limited information
+ Relationship building
+ Identify future team skills needed to meet changing customer needs
Day 3

**Peak Leadership**

Wrap up your trek on Mt. Everest by hearing from a guest speaker who has scaled some of the world’s highest peaks and his experience of self-discovery. Reflect on your own self-awareness and how newly found awareness and strengths will impact your business.

**FEATURED LEARNING MODULES**
- Guest speaker, native Himalayan Sherpa, Pemba Sherpa Tenzing
- Goal Setting with Your Strengths
- The Ultimate Ascent
- Personal Learning Strategy

**OUTCOMES**
- Continuous self-awareness and self-development that contributes to a team’s success
- Understand how individual strengths work together for a successful team
- Set attainable goals to cultivate your strengths and apply them in your job

**POST JOURNEY**
- MEET with your leader to share your strengths, your goals, and personal learning strategy.
Lead a high performing team in uncertain times. The FCCS Accelerate Center’s Leading Others program helps first-time and experienced line managers build skills to meet today’s challenges and position themselves for career advancement. Learn to influence and empower your team while you build personal awareness and communication skills to drive you, your team’s and your organization’s success.

LEADING OTHERS OVERVIEW

+ Join us on an 18-month learning journey and practice key skills to lead others, communicate effectively and build a resilient and efficient team.
+ Attend four multi-day, in-person workshops, supplemented with engaging, 1–2 hour online sessions to review best practices and stay connected.
+ Enjoy content and format developed and delivered by an expert FCCS team well-versed in adult learning and professional development, enhanced by outside experts and thought leaders, and informed by our clients and two Client Advisory Boards.
+ Enjoy experiential learning adventures that strengthens teamwork and leadership.
+ Deliver real-world results by applying what you learn—we’ll meet with you and your manager to define desired outcomes, and discuss opportunities and activities that will reinforce your new skills.

**THE LEADERSHIP JOURNEY / LEADING OTHERS**

- FCCS Lead Facilitator meets with managers and coordinators
- Attends 3-day in-person session
- Attends 60–90 minute live online sessions

Who Can Benefit

- New team leaders
- Experienced team leaders

Key Learnings

- Increase self awareness
- Build a high-performing team
- Strengthen coaching
- Deliver caring and candid feedback
- Facilitate inclusive meetings
- Establish continuous self and team growth

ACCELERATE your learning and growth today.

Contact our leadership experts
email us at info@fccsconsulting.com
Strengthen Your Abilities to Empower Your Team

Join us on a learning journey toward stronger, more effective leadership so you can motivate and energize your team.

PRE-JOURNEY PREPARATION
- 360 Profilor® Assessment—complete your self-assessment and ask direct reports, peers and your manager to complete their own assessments of you.
- Start your Leadership Blueprint with a reflection on a series of thought-provoking questions.

Session 1

Leadership Blueprint and Courage

Identify the key new responsibilities and courage needed when you transition from team member to team leader. Build a foundation of team trust with caring and candid feedback and communication.

FEATURED LEARNING MODULES
- Leadership Blueprint
- Radical Candor®
- 360 Profilor
- Peer Accountability Team (PAT)

SKILLS
- Get, give and encourage candid, caring feedback in all directions
- Create and share your own leadership purpose, promise and plans
- Build and use a network of peers to share and learn
- Ask seven (7) key questions that change your coaching habits

OUTCOMES
- 360 feedback insights
- Your personal Leadership Blueprint
- Plan for Radical Candor implementation

MINDSETS
- Prioritizing my values and commitments helps clarify the kind of leader I want to be
- Leadership can be uncomfortable and requires more courage
- My actions and decisions can have a profound impact on my team members lives, our culture and our results
- Building AND giving honest feedback leads to better team results

INTERSESSION
- GIVE AND GET candid and caring feedback.
- MEET with your Peer Accountability Team (PAT) to share best practices and lessons learned.
Session 2: Team Growth and Empowerment

Expand your leadership mindset with powerful Polarity thinking. Lead your team through disruption by building agility and encouraging ownership.

FEATURED LEARNING MODULES
- Polarity Thinking
- SL II®
- Top Golf

SKILLS
- Use a polarity map to problem solve and make decisions
- Diagnose where each team member is and what they need to excel
- Practice different types of coaching in different situations
- Identify possible biases that can impede coaching

OUTCOMES
- Team member coaching plan
- Access to online coaching tools for 12 months
- Polarity Map

MINDSETS
- A key part of my role is getting work done THROUGH others
- Polarity thinking improves my decisions and leadership effectiveness
- Team members need both guidance and the autonomy to “own” their job

INTERSESSION
- TEACH your team the SL® language.
- CONDUCT one-on-ones using SL®.
- MEET with your Peer Accountability Team (PAT) to share best practices and lessons learned.
Session 3  

**Culture and Results**

Learn the critical factors and processes that help a high performing team succeed through normal and difficult times.

**FEATURED LEARNING MODULES**
- The Culture of HPT: High Performing Teams
- Future Trends of Finance & Farm Credit
- Mini Innovation Tournament

**SKILLS**
- Practice processes used in the military that translate to effective business
- Use a proven process that helps your team generate creative solutions

**OUTCOMES**
- HPT process
- Step-by-step team innovation guide
- Data on current and future trends in finance

**MINDSETS**
- Identifying a specific intent will improve my actions and meetings
- Conducting a back brief helps my team improve
- My team must be forward-thinking to thrive

**INTERSESSION**
- APPLY an HPT team process for 3 months and be ready to share lessons learned.
- CREATE team norms with your team.
- MEET with your Peer Accountability Team to share best practices and lessons learned.
Session 4 Trust and Inclusion

Foster an environment of psychological safety and trust. Communicate with intention to engage every team member and motivate their best work and ideas. Celebrate with your peers at a capstone dinner with senior leaders.

FEATURED LEARNING MODULES

- Communication and Influence
- Trust at Work®
- The Carrot Principle

SKILLS

- Facilitate inclusive meetings and ask for opposing perspectives
- Use specific language that builds trust and addresses distrust
- Learn the flip bang way to influence others
- Use the STAR method to recognize team members specifically and often

OUTCOMES

- Leader Communication guide
- A copy of the The Thin Book of Trust
- Team member acknowledgment – given and received
- Feedback on your communication challenge

MINDSETS

- We’re a better team if we hear different perspectives
- Teams who trust each other serve our customers better
- Every team member wants to be acknowledged

POST JOURNEY

- MEET with your manager to assess program results.
- MEET with your Peer Accountability Team to decide the future of the group.
In our increasingly tumultuous business environment, with unexpected changes upending processes and operations practically overnight, senior leaders need to be resilient and strategic and continually learn as they lead and inspire their teams of leaders.

**LEADING LEADERS OVERVIEW**

+ Join us on an 18-month **learning journey** to absorb and practice key skills to develop strategic thinking and effective decision-making.
+ Attend four multi-day, in-person workshops, supplemented with engaging, online sessions to maintain momentum and keep in touch with your fellow participants—your new Peer Accountability Network.
+ Enjoy content and format developed and delivered by an expert FCCS team well-versed in adult learning and professional development, enhanced by outside experts and thought leaders, and informed by our clients and two Client Advisory Boards.
+ Experience “Friday Night at the ER” – an **engaging simulation** designed to make systems thinking fun while enlightening players about how to apply the approach in a complex, evolving situation.
+ Deliver real-world results by applying what you learn—we’ll meet with you and your manager to define desired outcomes, and discuss opportunities and activities that will reinforce your new skills.

**Who Can Benefit**

- Senior leaders whose decisions affect an entire business function or impact the entire organization

**Key Learnings**

- Eliminate silo thinking and apply systems thinking to benefit the whole organization
- Establish your personal learning strategy
- Master your conversation and rapport-building skills
- Traverse generation gaps in the workforce with active listening skills
- Employ heat experiences to maneuver competing stakeholder priorities

**THE LEADERSHIP JOURNEY / LEADING LEADERS**

6 MONTHS / 6 MONTHS / 6 MONTHS / 6 MONTHS

- FCCS Lead Facilitator meets with managers and coordinators
- Attends 3-day in-person session
- Attends 60–90 minute live online sessions

ACCELERATE your learning and growth today.

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Inspire Vision and Develop Strategy

Join us on a learning journey toward stronger, more strategic leadership to effectively steer your department and association to success.

**PRE-JOURNEY PREPARATION**

- **360 Profilor® Assessment for Business Unit Leaders**—complete your self-assessment and ask direct reports, peers and your manager to complete their own assessments of you.
- **Manager Planning Session**—discuss the most impactful way to apply what you’ll be learning and plan specific projects and activities to reinforce your new skills and abilities.

## Session 1

Navigating Leadership in Harsh Conditions

Master leadership through the challenging simulation using Systems Thinking and understand how each decision has a consequence on your team and/or the association. Create and carry your Personal Learning Strategy outside of the classroom. Blow the rust off your networking skills and reinvigorate your conversation and relationship building.

**FEATURED LEARNING MODULES**

- Personal Learning Strategy
- The Profilor® for Business Unit Leaders
- The Fine Art of Building Business Relationships and Expanding Networks
- Systems Thinking Simulation Part 1: Friday Night at the ER

**OUTCOMES**

- Gain insight and put your 360 results into action
- Personal Learning Strategy
- Network with confidence

**MINDSETS**

- Prepare to lead in unexpected conditions
- Learning never stops
- Networking isn’t just for extroverts
- Every decision you make has an impact on all parts of the business

**INTERSESSION**

- **RECAP** and discussion of Session 1 content.
- **Session Share:** SHARE your experiences implementing content from the prior session.
- **PREVIEW** Session 2 content.
Session 2 Team Growth and Empowerment

Nurture your team by learning to listen to unexpected voices and diversifying your workforce with new generations while building bench strength with your employees.

FEATURED LEARNING MODULES
+ The What and How Approach to Improvement
+ Generation Gaps in the Workforce
+ How Not to Fail: Change Leadership Simulation

MINDSETS
+ Embrace change for the greater good of your association
+ Examining differences can create positive outcomes
+ Lean into discomfort to expand your skills for success

OUTCOMES
+ Structure a workload to reduce burnout
+ Build a stronger community of employees
+ Communicate and engage across the association to lead through change

INTERSESSION
- Session Share: SHARE your experience of implementing the skills you learned in Session 2.
- REVIEW content from Session 2.
- PREVIEW Session 3 content.
Session 3  
Bringing Vision to Life

Take a deep dive into actionable steps that will guide you in developing your vision and strategy. Use a detailed roadmap to develop components of your Key Executive Project and start a timeline for completion.

FEATURED LEARNING MODULES

+ Creating an Organizational Vision and Strategy
+ Key Executive Project

MINDSETS

+ Think boldly and how to affect change

OUTCOMES

+ Understand how to use a strategic visioning planning model to create alignment with the stated objectives
+ Influence leaders and boards to achieve your goals and develop strategic intelligence

INTERSESSION

- Session Share: SHARE your experience of implementing the skills you learned in Session 3.
- Begin DEVELOPING YOUR VISION using the roadmap provided and set milestones.
- PREVIEW Session 4 content.
Session 4  Exploring Your Leadership Depths

Dive deep into colliding perspectives and explore wicked and kind problem solving strategies to help you navigate unexpected waters. Revisit "Friday Night at the ER" and your Personal Learning Strategy to measure your learning.

**FEATURED LEARNING MODULES**
- Systems Thinking Simulation Part 2: Friday Night at the ER
- Farm Credit Executive Experiences: A Panel Discussion
- Implementation Planning for the Key Executive Project

**OUTCOMES**
- Compare and contrast changes with Systems Thinking from Session 1
- Grasp how Farm Credit executives have navigated through colliding perspectives of stakeholders and information
- Discuss the trajectory of implementation for the Key Executive Project

**MINDSETS**
- Collaboration, innovation, and the importance of data driven decisions
- Effectively navigate in an environment that is volatile, uncertain, complex and ambiguous (VUCA)
- You have your vision and strategy, now execute it!

**POST JOURNEY**
- Continue to MEET with your peer group for support.
- SHARE your program results and experiences with your leader.