



# Leading Leaders

Inspire vision and develop strategy for optimal business results

## Who Can Benefit

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

## Key Learnings

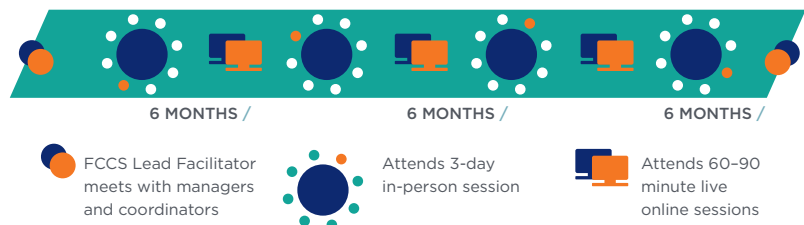
- Eliminate silo thinking and apply systems thinking to benefit the whole organization
- Establish your personal learning strategy
- Master your conversation and rapport-building skills
- Traverse generation gaps in the workforce with active listening skills
- Employ heat experiences to maneuver competing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

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** through the Capstone Project, when you’ll take on a challenge or opportunity your organization is actually facing, undertake a year of research and analysis, and present your results to your CEO... all while deepening the leadership concepts explored during the program.

## THE LEADERSHIP JOURNEY / LEADING LEADERS



ACCELERATE your learning and growth today.

Contact our leadership experts

email us at [info@fccsconsulting.com](mailto:info@fccsconsulting.com)

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# Leading Leaders

## 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
- + Capstone Project: Introduction and Project Criteria

### 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
- + Strategic thinking to address future challenges and opportunities

### INTERSESSION

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

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## 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

### OUTCOMES

- + Structure a workload to reduce burnout
- + Build a stronger community of employees
- + Communicate and engage across the association to lead through change
- + Capstone Project: Define a topic that will enhance your organization.

### 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

### INTERSESSION

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

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## Session 3 Bringing Vision to Life

Take a deep dive into actionable steps that will guide you in developing your vision and strategy.

### 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
- + Capstone Project: Executive Summary

### 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.

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## 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 and present your Capstone Project to your organization's leadership.

### FEATURED LEARNING MODULES

- + Systems Thinking Simulation Part 2: Friday Night at the ER
- + Farm Credit Executive Experiences: A Panel Discussion

### 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
- + Capstone Project: Outcome Analysis and Virtual Showcase

### 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.
- ▣ PRESENT your project at the Virtual Showcase