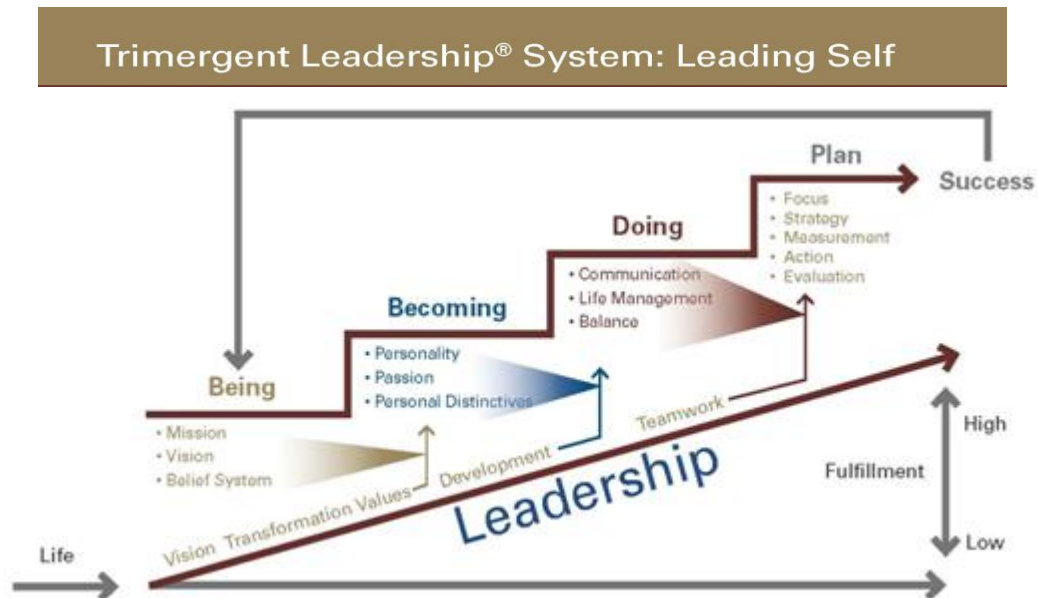


Trimergent Leadership[®] System Training

The Trimergent Leadership[®] System includes three areas of leadership connected by common foundation and concepts applied skillfully to self, team, and organization, achieving results at all levels.



Leading Self Five Day

Leadership Begins With the Effective Deployment of Self™

The primary practice of leadership is leading one's own life. Leading Self is a combination of learning events and coaching that provide the knowledge of how to lead oneself well. This course will benefit those who want to take personal effectiveness to a higher level while being true to self. Participants are challenged to identify individual leadership barriers and challenges through the development of strategies and practices that move beyond personal plateaus to success. These strategies and practices are expressed in a personal strategic plan. Success in leading self directly influences and impacts the practice of leading teams and organizations.

This developmental process is designed for high potential, self-motivated individuals who are contributing to organizational success. Each participant commits to one full day and four half day learning events, two hours of personal coaching, and completion of four self-study topics.

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This 10 week developmental process consists of 5 learning events, individual coaching, and individual work for up to 15 people.

Trainer will lead:

- **A full day learning event on Leadership that lays a foundation for the process**
- **Four half day learning events covering:**
 - Belief System
 - Communication
 - Life management
 - Balance

Coach will provide:

- **Four half days devoted to personal coaching for each participant**
 - Coaching provided on the afternoon of the learning event
 - One hour sessions for each participant for a total of fifteen
- **Two individual 30 minute phone coaching sessions for each participant**
 - Between the first and second learning event for feedback on personal mission, vision, and core values.
 - Between the second and third learning event for interpretation of personality profile.

Individual will complete:

- **Four individual topics completed by participants between learning events:**
 - Mission, Vision, Values
 - Personality
 - Passion
 - Personal Distinctives
- **Triads of participants will meet between learning events**
 - To provide peer feedback and support
 - To provide accountability for completion of individual topics

Outlines and Objectives

Session I (Group Learning Event): Leadership

Description: The primary practice of leadership is leading one's own life. This session engages participants to identify personal leadership barriers and challenges. It prepares participants to Lead Self well by laying a foundation of leadership and providing an understanding of the developmental process. This learning event connects who a person is to the practice of intentional personal leadership that supports success. Mission, vision, and core values are introduced for the individual session that follows.

Outline

- Consider your definition of success
- Evaluate the difference between living proactively and living reactively
- Define challenges and opportunities in leading self
- See the difference in being and doing
- Clarify your possibilities as you invest in who you can become
- Lead yourself intentionally on a day by day basis
- Use the elements of planning to be successful
- Clarify the difference between purpose, mission, and vision

Objectives

- Determine how Leading Self results in greater fulfillment
- Value the practice of living with intentionality
- Practice the Five Leadership Capacities as you Lead Self
- See the big picture of Leading Self
- Make the connection between personal development and who you are becoming
- Ensure that your daily life is lived out of who you are and who you are becoming
- Connect Planning to who you are and who you will become by acting with intention
- Prepare to develop your mission and vision statements

Session II (Individual Work): Mission, Vision, Core Values

Description: Clarifying personal mission is a foundation that has importance in all of life's decisions. When a person understands his or her mission, he or she can then consider the outcome of fulfilling that mission. The desired outcome is a vision. Living out of mission allows participants to bring intentionality to both major and minor decisions. Vision brings direction to mission, resulting in the capacity to invest your life in the manner you desire regardless of where you are or what you are doing. Additionally, this is accomplished as core values are honored. Your mission, vision, and core values will bring clarity and direction that supports the capacity to lead self well. This session includes a 30 minute phone coaching for each participant for feedback on his or her mission, vision, and core values.

Outline

- Consider the impact of living out of personal mission
- See the difference between a human doing and a human being
- Envision the impact that you desire to have on others
- Clarify your mission
- Consider the power of vision in an individual's life
- See how a personal vision can impact you
- Learn the content of a personal vision
- Define a future that has personal meaning
- Clarify your personal core values

Objectives

- Accept the importance of living out of personal mission
- Lay a foundation that allows you to make the difference you want to make
- Practice being before doing
- Lead yourself to complete a personal mission statement
- Connect your personal mission and vision
- See a future that has meaning to you
- Define a vision that fulfills your personal mission
- Lead yourself to embrace and pursue your personal vision
- Honor your personal core values

Session III (Group Learning Event): Belief System

Description: Every person has a belief system that influences behavior, both positively and negatively. Many individuals focus on changing behavior without considering the mental model that is creating the behavior. Making the connection between beliefs and behaviors allows participants in this course to make intentional choices that are required to lead self. This session introduces the individual session on personality.

Outline

- Consider the nature and operation of beliefs in your life
- Make the connection between beliefs and values
- Identify your core values
- Understand the operation of your belief system
- Practice reframing to challenge long held beliefs
- See how beliefs limit the ability to overcome challenges
- Learn a process to overcome challenges
- Clarify the value of understanding your personality in leading yourself

Objectives

- Become aware of your belief system
- Accept the influence of beliefs on your life
- Commit to live out your core values
- Change behavior by changing beliefs
- Embrace your personal strengths
- Creatively solve problems
- Overcome challenges to leading self
- Reduce stress by accepting your personality and living effectively out of it

Session IV (Individual Work): Personality

Description: Personality influences every action and interaction in life. While many people have taken personality assessments, they have not explored the impact of their personality on their ability to lead themselves. This course provides an in depth review of each participants personality utilizing the Inscape Publishing DiSC® Profile. It lays the foundation for building on the strengths of each profile to ensure effective leading of self. Session IV includes a 30 minute phone coaching session to ensure an accurate interpretation of the personality assessment.

Outline

- Understand the strengths and weaknesses of your personality
- Identify motivating factors inherent in your personality
- Learn how others experience you in relationships
- Consider how your personality influences your communication
- See your behavioral approach to your role
- Compare your practice of your role in the organization with your personality style

Objectives

- Lead yourself out of the strengths of your personality
- Build upon the strengths of your personality while ensuring the weaknesses do not undermine you
- Use your understanding of your personality to improve your motivation
- Consider the experience of others when they interact with you
- Communicate with intentional effectiveness
- Fulfill your role in the organization out of your strengths
- Ensure a fit between your personality and how you approach your work

Session V (Group Learning Event): Communication

Description: Communication is the opportunity to gain support from others in your quest to lead self. The ability to clearly articulate your personal plan to others enhances their ability to support you in achieving it. This is also true of intrapersonal communication; what you tell yourself. This course challenges participants to improve both interpersonal and intrapersonal communication as a foundational skill required to lead self. It also prepares participants for Session VI, which leads them to discover their passions.

Outline

- Clarify when communication occurs
- Identify common hindrances to communication
- Understand both interpersonal and intrapersonal communication
- Assess your personal communication strengths and weaknesses
- Move from unhealthy to healthy communication patterns
- Learn to identify the impact of intrapersonal communication on your ability to lead self
- Clarify the difference between passion and motivation
- Make the connection between daily activities and passion

Objectives

- Ensure you are communicating clearly
- Maintain awareness of communication hindrances
- Use effective intrapersonal communication to support interpersonal communication
- Strengthen personal communication skills
- Overcome unhealthy communication patterns
- Use intrapersonal communication to lead self
- Prepare to discover your passions

Session VI Individual: Passion

Description: Passion is a powerful dynamic in people. When a person operates out of passion he or she experiences high levels of motivation, satisfaction, and achievement. This course guides participants to identify and understand passions as consideration is given to the connection between tasks and energy. Each participant will use this understanding to discover the intrinsic motivation to fulfill his or her mission.

Outline

- Use the time tracker to evaluate your energy
- Identify your passions as you consider the activities that give you energy
- Connect your passions to your personal mission
- Consider how your passions will ensure the achievement of your personal vision
- Discover greater motivation through application of your passions to daily activities

Objectives

- Connect your motivation to your passions
- Discover your passion in daily activities
- Communicate your passions to help others understand your motivation
- Pursue your mission and vision with passion
- Experience greater motivation
- Lead self to perform at a higher level

Session VII (Group Learning Event): Life Management

Description: Many people attempt to manage time. The reality is that we all have the same amount of time and the key to effectiveness is Leading Self well in relation to the time we have. The Trimergent® approach to using time effectively is founded in life management. Life management is the capacity to understand all of the demands of your life and approach each in consideration of your mission, vision, values and personal priorities. Participants in this course will practice a decision making process that directs them in when to say "yes" and when to say "no." This learning event introduces session VIII Personal Distinctives.

Outline

- Accept the basic concept of life management
- Get the keys to self-discipline
- Identify your personal lures
- Clarify the roles you play in life
- Identify that which impacts your personal priorities
- Learn the key to achieving your priorities
- Get an effective approach to build your to do list
- Deal with the unexpected without losing focus
- Become aware of the reality of your uniqueness
- Learn the eight key factors that have developed into your personal distinctives

Objectives

- Focus on what is most important in your life
- Become intentional in how you use time
- Use the keys to self-discipline
- Avoid your personal lures
- Operate out of priorities based in your mission, vision, and values
- Overcome distractions that misdirect you
- Use practical life management tools
- Accept the connection between your uniqueness and success.

Session VIII (Individual Work): Personal Distinctives

Description: Individual uniqueness develops out of the many factors in life that contribute to who you become. Many of these factors are out of your control. While most are positive, some may have negatively impacted you. It is this combination of factors that develops into your personal distinctives. When understood, your personal distinctives come together to make you successful. This course guides you to an understanding of your personal distinctives by examining the factors that make you who you are. Leading Self is living out of those distinctives.

Outline

- Reflect upon the impact of your life factors
- Evaluate the influence of the interaction of your life factors
- Identify your personal distinctives
- Clarify your strengths and weaknesses based on your personal distinctives

Objectives:

- Become open to learning about the impact life has had on you
- Embrace who you have become and who you are becoming
- Gain clarity about who you are
- Understand your personal distinctives
- Lead yourself with a growing understanding of your strengths and weakness

Session IX (Group Learning Event): Balance

Description: As Individuals we face many pressures in day to day living that pull us in many directions. While most of us focus on managing all that is pulling at us we seldom think about how to bring true balance to our lives. Balance is the ability to take responsibility for self in a way that ensures you fulfill your responsibilities to others. Participants in this course learn to live a life of balance that ensures a healthy approach to life.

Outline

- Understand the difference between life management and balance
- See the impact of living life out of balance
- Learn the five areas of life balance
- Consider the five questions that evaluate life balance
- Assess your life balance
- Plan steps to achieve balance

Objectives

- Commit to practice life balance
- Determine the impact of your current approach to balance
- Become aware of the five areas of life balance
- Determine your personal place of life balance
- Identify areas to become more balanced in life
- Initiate practices that bring your life into balance