

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

Leadership begins with the effective deployment of self.™ The primary practice of leadership is leading one's own life. Leading Self is a series of learning events that provide the knowledge of how to lead oneself well through workshops, experiences, practice, and reflection. Participants are challenged to identify personal 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 that is presented by participants at the end of the course. Success in leading self directly influences and impacts the practice of leading teams and organizations.

Ten Sessions include:

- Leadership
- Mission
- Vision
- Belief System
- Personality
- Passion
- Personal Distinctives
- Communication
- Life management
- Balance

Who will benefit from this program?

Leaders and managers at any level who want to increase personal leadership effectiveness as they lead out of who they are

Individual employees who want to bring personal mission and vision to their work as they increase personal effectiveness

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Session I: Self-Leadership

Description: Leadership begins with the effective deployment of self.sm The primary practice of leadership is leading one's own life. Self-Leadership challenges participants to identify personal leadership barriers and challenges. This learning event connects who a person is to the practice of intentional personal leadership that supports success. Success in leading self directly influences and impacts the practice of leading teams and organizations.

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 well on a day by day basis
- Use the elements of planning to be successful

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
- Develop the basic foundation for being before doing
- 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

Session II: Mission

Clarifying personal mission is a foundation that has importance in all of life's decisions. Living out of mission allows participants to bring intentionality to both major and minor decisions. The result is the capacity to invest your life in the manner you desire regardless of where you are or what you are doing. This course leads participants through the process of writing a personal mission statement that becomes the foundation of leading self.

Outline

- Clarify the value of personal mission
- Consider the impact of living out of personal mission
- See the difference between a human doing and a human being
- Consider the legacy you will leave
- Envision the impact that you desire to have on others
- Clarify your mission
- Capture what is most important to you in a personal mission statement

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
- Consider the effect you are having on others
- Determine to live out your personal mission
- Lead yourself to complete a personal mission statement

Session III: Vision

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. A vision brings direction to mission. It is a picture of the future that a person will invest his or her life to enjoy. Participants will develop a vision as a result of participation in this course. The vision will bring clarity and direction that supports the capacity to lead self well.

Outline

- Clarify the difference between purpose, mission, and vision
- Understand the nature of vision
- 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
- Connect personal vision and motivation

Objectives

- Connect your personal mission and vision
- Realize the power of personal vision
- Commit to pursuing your personal 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

Session IV: Belief System

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.

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

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

Session V: Personality

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.

Outline

- Clarify the value of understanding your personality in leading your self
- 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

- Reduce stress by accepting your personality and living effectively out of it
- 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 VI: Passion

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. Participants will use this understanding to discover the intrinsic motivation to fulfill his or her mission.

Outline

- Clarify the difference between passion and motivation
- Make the connection between daily activities and passion
- 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: Personal Distinctives

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

- Become aware of the reality of your uniqueness
- Learn the eight key factors that have developed into your personal distinctives
- 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:

- Accept the connection between your uniqueness and success.
- 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 VIII: Communication

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.

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

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

Session IX: Life management

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.”

Outline

- Accept the basic concept of life management
- Clarify the roles you play in life
- Define the priorities in your 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
- Leave with a plan for tomorrow

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
- Become intentional as you lead self

Session X: Balance

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