



# The Extraordinary Leader™

In today's rapidly changing, highly competitive environment, the organizations that excel in their respective markets will be those whose people are most competent, passionate, and focused on delivering results.

*The Extraordinary Leader Workshop* presents a proven framework for helping individuals make a profound difference in their organization's results, and in their own performance and development.

## AUDIENCE

Applicable for leaders at all levels of an organization from senior executives to first-line supervisors. May be delivered to executive or management teams, other intact or cross-functional work teams, or to individuals gathered from different parts of an organization.

## KEY LEARNINGS

During the workshop, a Zenger Folkman or certified client facilitator will help each participant:

- Understand the significant on-the-job performance differences between "good" and "extraordinary" leaders
- Learn about the 16 leadership competencies that differentiate extraordinary leaders
- Discover why enhancing existing leadership strengths is the most successful way to become an extraordinary leader
- Prepare to receive an individual 360 leadership feedback report, understand the report structure, interpret the data, and discuss how it can best be used in a positive way
- Perform a step-by-step analysis of their feedback report, using a structured process with individual and group exercises
- Use Zenger Folkman's unique leadership cross-training approach to construct a customized Individual Development Plan

## EXPERIENCE

By the end of the workshop, participants will know exactly how they are currently perceived as leaders and will have a clear understanding of the impact they can make by becoming better. Each will come away with an Individual Development Plan customized to their situation and objectives, as well as a variety of tools they can continue to use in their ongoing development efforts.

They'll learn the power of striving for extraordinary results, and will be given tools and taught how to create action plans that truly help them move from good to extraordinary.

## MATERIALS

Each participant will receive:

- The online *Extraordinary Leader* multi-rater (360) assessment and personal feedback report
- *The Extraordinary Leader* Participant Manual and a unique, cross-training development tool, *The Competency Companion Development Guide*
- A hardcopy of the book, *How To Be Exceptional: Drive Leadership Success By Magnifying Your Strengths*, by John Zenger, Joseph Folkman, Jr., Robert H. Sherwin, Barbara Steel.

## CUSTOMIZATION

*The Extraordinary Leader* Workshop, materials, and 360 assessment can easily be customized. Most custom versions are designed to meet two types of organizational needs:

- To map to an organization's existing competency model
- To provide flexible delivery options, including individualized coaching, etc.

## FORMAT

A one-day, interactive, instructor-led, leadership learning, assessing, and planning experience. Also available as Live Online Training where participants can connect virtually and interact with both the instructor and other classmates remotely.