

Draft 2.0
NASPD Leadership Development Program
Leadingwell Associates
July 14, 2018

I. OBJECTIVES OF THE LEADERSHIP DEVELOPMENT PROGRAM

1. To help participants grow within their company, within the NASPD organization, and to become leaders in the industry at large.
2. To have the participants become more active in the NASPD and to take on future NASPD leadership responsibilities
3. To assure that the participants gain leadership skills that they use in their own business.
4. To help bridge the gap of knowledge and history between NASPD's current leaders (many of whom are nearing retirement) and those upcoming leaders who may or may not be currently attending conferences regularly

II. OUTLINE OF CURRICULUM

(A participant's workbook will be prepared for each workshop)

CONFERENCE	SESSION	AGENDA ITEMS	ACTIVITIES/DISCUSSIONS	
2019 Annual Convention March 7 – 9, 2019 New Orleans, LA	Wednesday afternoon	Welcome by NASPD leader	Welcome by NASPD leader. Overview of the NASPD. Assessment of the organization's need for new leadership.	
		Introduction to leadership	Describing the difference between leadership and management. Description of leadership as a "practice" not as a "personality" or as a "style".	
		Best practices of effective leaders	Identification of best practices, based on research and personal experiences	
		The leader's practice of integrity	Examination of the personal practices of integrity and exercises and discussions on how to improve those practices	
		The leader's practice of empowerment – Committee Leadership	Examination of the personal practices of empowerment. Overview of Committee process. Review of committee meeting procedures.	
		Group facilitation and consensus building practice	Exercises to examine the most effective practices of consensus building, utilizing current questions and issues of NASPD	
	Wednesday Evening	NASPD– Overview	Brief review of the organization, its mission, and its structure	
		NASPD–it's history and its leadership	After dinner talk by one or more of the long tenured leaders of the NASPD describing the history of the organization and it's culture and leadership behaviors	
		NASPD– it's future and the need for new leadership	Open discussion of the future of the organization, and the need for new organizational leadership	
	Thursday morning	NASPD committees, and Committee assignments	Review of all the committees. Each individual identifies committees they wish to review and report on (at next conference)	
		The leader's practice of empowerment	Examination of the personal practices of empowerment and motivation and exercises and discussions on how to improve those practices	
		The importance of vision	Examination of the research on the impact of a leader's vision	
		The leader's practice of providing a vision	Examination of the personal practices of providing a vision and exercises and discussions on how to improve those practices	
		Leadership coaching	Introduction to the process for leadership coaching. Scheduling of initial leadership coaching session with each participant.	
	Thursday lunch	Lunch with committee chair	Participants will sit with the chair of the committee that they will be joining during lunch to discuss the committee	
	2019 Summer Conference June 20 – 22, 2019 Montreal, Canada	Wednesday afternoon	Review of first workshop	Brief review of the concepts and practices that were examined in the first workshop (If someone has missed the first workshop, they might arrive early and have a private briefing.)
			Understanding differences	Review of the Myers-Briggs personality profiles of each participant and exercises to illustrate the differences (Participants will have completed a simple Myers-Briggs assessment prior to the workshop)

CONFERENCE	SESSION	AGENDA ITEMS	ACTIVITIES/DISCUSSIONS
	Wednesday evening	The leader's practice of building and supporting a high-performing team	Examination of the personal practices of building and supporting a high performing team. Examination of the research on high-performing team practices.
		Team exercises (Ropes course activities)	Exercises to examine the most effective practices of teams and team leaders
	Thursday morning	Organization leadership essentials: core purpose, envisioned future, core values	Examination of the research on the importance of organizations having: core purpose, envisioned future, core values
		My company's mission, vision, and values	Open discussion of individuals companies' mission, vision, and values
		NASPD's mission, vision, and values	Open discussion of NASPD's mission, vision, and values. Identification of possible enhancements.
		Personal "Mission, vision, and values"	Discussions and exercises to enable each person to examine their own personal "Mission, vision, and values"
	The leader's practice of self-awareness	Examination of the personal practices of self-awareness on how to improve those practices	
Thursday lunch	Presentation: Reflection on NASPD's mission, vision, and values	Class presentation to the NASPD Leadership Training Committee regarding class' assessment of NASPD's mission, vision, and values	
2019 Fall Conference Scottsdale/ Phoenix, AZ	Wednesday afternoon	Review of second workshop	Brief review of the concepts and practices that were examined in the second workshop (If someone has missed the second workshop, they might arrive early and have a private briefing.)
		Organization management	Examination of the practices of organization management and exercises and discussions on how to improve those practices. Application of the 7S model for assuring a balanced organization
		Performance management	Examination of the practices of performance management and exercises and discussions on how to improve those practices for individuals in the leader's organization.
		Business portfolio management	Examination of the practices of business portfolio management and exercises and discussions on how to improve those practices.
		Time and priority management	Examination of the practices of time and priority management and exercises and discussions on how to improve those practices.
	Thursday morning	NASPD Committee participation reports	Program participants will have been assigned to a NASPD committee. They will give a report of their participation, what they learned about the committee, and how they have helped to improve the committee.
		Personal leadership practices enhancement plan	Program participants will prepare a personal leadership practice enhancement plan.
	Thursday lunch	"Graduation"	Graduation ceremony and an opportunity for each participant to describe their own personal leadership enhancement and commitment

III. LEADERSHIP COACHING

In between conferences, the workshop leader would conduct individual coaching sessions with each of the program participants. Each coaching session for each participant would be approximately one hour in length.