

# LEAD & ACHIEVE

We believe great leaders know how to embrace and achieve complex change. For organizations to transition into the next evolution of business, leaders must be positioned to realize the full — and often untapped — potential of their teams.

**The Lead & Achieve Complex Change program is highly tailorable, integrating your real work and challenges into the learning experience.**

The program features six workshops, each designed to promote individual and collective growth. As part of a small cohort, you will learn how to power-up new skills as you draw on the diversity and collective wisdom of the participants. In between each workshop, you will work through on-the-job scenarios with a peer program partner. This collaboration allows you to immediately apply what you've learned to your work setting.

1

The **Lead** workshop sets the stage by focusing on the foundational principles that underpin the Strelo approach. During this workshop, we also explore Trust, an ingredient essential to leading and achieving complex changes.

2&amp;3

The **Meet** workshops help you leverage meetings as a critical work element for organizational change. In two sessions, you'll gain indispensable skills for planning and facilitating powerful, productive, and inclusive meetings with your stakeholders. You'll also gain new perspective on how meetings are reflective of the broader organizational culture in which you are leading change.

4

How often do you find yourself at the start of any change effort with a lack of clarity around the real change you are seeking or how best to proceed? The **Solve** workshop introduces a compelling way to uncover and articulate the change you seek to make for yourself and others. Solve takes an often painful problem-solving group process and generates clarity and commitment toward shared outcomes.

5

Through the **Involve** workshop, you'll learn an approach to identify, engage, and organize the diverse and relevant stakeholders needed to achieve the change you seek. This skill of thoughtfully involving others is foundational to creating strategic and sustainable outcomes.

6

The closing **Integrate** workshop is the opportunity for you to reflect on what you have learned and further integrate the new tools, technique, and knowledge into your work and change efforts. This capstone session also includes principles of collaborative decision-making and an exploration of the intersections of leadership and worldviews.

## EACH ELEMENT IN OUR PROGRAM IS DESIGNED TO EMBODY THREE VALUES.

### *coherence*

because we believe that individuals, teams, and organizations thrive when they function interdependently and each can contribute to their fullest potential.

### *diversity & inclusion*

because we believe the key to all sustainable and meaningful change comes from engaging diverse perspectives and insight.

### *collective wisdom*

because we believe that the wisdom of any given group or team far exceeds that of any one individual in that group and also exceeds the sum of its parts.

# LEAD & ACHIEVE *experience*



High Trust  
Leadership

- Who are we as leaders
- The fundamentals of leadership and change
  - Self, Others, System
  - Head, Heart, Hand
- The three dimensions of Trust
  - Benevolence
  - Competence
  - Reliability

## LEAD: PEER PROGRAM PARTNER MEETING #1



Designing  
& Facilitating  
Productive &  
Inclusive Meetings

### PART 1

- Our love-hate relationship with meetings
- Design elements of powerful meetings — outcomes, process, content
- Planning and designing effective meetings

### PART 2

- Facilitative leadership through powerful meetings
- Preventions and interventions
- Leveraging the five common meeting roles to create more inclusive meetings

## MEET PART 1: PEER PROGRAM PARTNER MEETING #2

## MEET PART 2: PEER PROGRAM PARTNER MEETING #3



Strategic  
Problem Solving

- Challenges of “problem solving” — self, other, and system
- Why the situation matters
- Identifying the change you seek — The “problem” and intent
- Thinking in outcomes, not (just) in actions
- Facilitating others to identify the change you seek
- Engaging others in shared outcomes and the action plan

## SOLVE: PEER PROGRAM PARTNER MEETING #4



Engage Relevant  
Stakeholders

- The importance of identifying relevant stakeholders using the PICK method
- How to identify relevant stakeholders
- How to involve relevant stakeholders
- How to manage the complexities of diverse stakeholders

## INVOLVE: PEER PROGRAM PARTNER MEETING #5



Putting It All  
Together

- Returning to our foundations
- Understanding the primary types of decision making and when to use them
- Putting your new tools into practice
- Integrating a new way of leading
- Exploring a win-win worldview

## PROGRAM AT A GLANCE

Highly interactive learning environment

Six three-hour workshops, every two weeks

Five 90-minute peer program partner sessions in between workshops

Materials provided include proprietary tools, templates, and course materials

## OUTCOMES FOR THIS WORKSHOP EXPERIENCE

Create the conditions for inclusion, alignment, and improved team performance

Lead complex change during rapid, challenging, and dynamic times

Strategically solve high-stakes problems with sustainable results

Effectively engage diverse stakeholders across silos in order to achieve improved business outcomes

”  
“Awesome information and even better presentation.”

The facilitators and guests are knowledgeable and engaged with participants. Any leader in ANY industry would benefit from this program.”

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