



Authentic Leader

Executive Leadership Development for a Competitive Edge

Authentic Leader™ workshop is a 2-3 day session intended primarily for senior leaders and/or intact senior-level teams and.

It offers a truly “deep dive” experience. Participants gain a powerful new awareness of the strengths, limitations and consequences of their current habits of thought. When an intact team goes through this program together, members accelerate the growth of *both their individual and their collective effectiveness.*

Authentic Leader brings alive the feedback from your *Leadership Circle Profile™* 360° assessment in a powerful way and converts these data and comments into deeper understanding of how to generate higher outcomes from your organization and team.

It can be selectively inserted into a customized version of *Leadership System™*, our integrated leadership development program for top leaders and senior managers.

What happens in the program

Through a combination of simulations, interactions, group discussions and personal reflection, participants...

- Practice skills around authentic, courageous conversations.
- Build high levels of trust and alignment within their team
- Clarify their personal purpose and their vision for the part of the organization they lead.
- Develop deeper level of commitment to the goals of the enterprise in the face of system resistance to bold actions and necessary change.
- Accept accountability for the ways in which they embody the current organizational culture and thus impede cultural change.

A sampling of topics

- The leader’s dilemma: purpose & vision vs. risk & fear
- Vision: creating outcomes that matter
- Our limiting assumptions and beliefs—breaking through them for greater results
- How we create and sustain our organization’s culture
- Using creative tension to generate stretch results
- Engaging in courageous conversations
- Reflecting on my 360° Profile data – surprises, confirmations, questions, concerns, themes & patterns
- My own development priorities, going forward as a leader

The outcome

Armed with a new and deeper awareness of what’s possible for them to create, participants commit to making courageous changes in how they lead that will **shift the culture** to one of sustainable innovation, employee engagement, and superior organizational results.

This program works to enhance the leader’s so-called “inner game” that drives the “outer game,” the leader’s behaviors and decisions that others experience and respond to every day. This is why changes leaders make as a result of an *Authentic Leader* program tend to be permanent. Their effectiveness is raised for the rest of their career.

SAMPLE OF OVER 250 CLIENTS SERVED:

American Institute of Certified Public Accounts
Art Gallery of Ontario
Bell Canada)
Burger King
California Institute of Mental Health
Carfax
Caribbean Tourism Organization
City of Toronto
Continental Airlines
The Federal Judicial Center
Hewlett-Packard
Honeywell
Hunton & Williams (law firm)
Lockheed-Martin
National Association of Convenience Stores
North York Branson Hospital
Royal Bank of Canada
Sunkist Growers
Zurich Insurance

WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS GET GREATER RESULTS BY LEVERAGING THE TALENTS OF THEIR SENIOR LEADERS, MANAGERS, AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



IAN COOK IS A SEASONED PRESENTER, GROUP FACILITATOR AND LEADERSHIP COACH.

His leadership training and coaching addresses the so-called *outer game* of leaders' behaviors, decisions, and competencies as well as their *inner game* of assumptions, beliefs, and ingrained thought patterns that ultimately determine their success.

He is the author of: ***Would They Call You Their Best Boss Ever? Practical Tips and Insights for the Successful Manager***

Ian began his independent practice in 1988, following seventeen years of corporate experience in both the high tech manufacturing and transportation industries.



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