



GIANT LEAP
CONSULTING

Leadership Development Program Overview

General Leadership Curriculum

The “Kitchen Cabinet”

The most effective leadership programs are done *with* clients not *to* them. Giant Leap partners with our clients to ensure a program that is closely woven to the client’s cultural uniqueness.

Giant Leap recommends mobilizing a program oversight board that we call the *Kitchen Cabinet*. Working together, we’ll design a program that advances the company’s mission, reinforces its value system, and prepares its next generation of leaders.

The Kitchen Cabinet is...

- Actively involved in the program design process
- Helps craft case studies for leadership workshops
- Identifies internal guest speakers for each leadership “summit”
- Periodically meets to review program progress, identify enhancements, and set agendas for upcoming summits

The Kitchen Cabinet is a joint task force, consisting of members from both the client and Giant Leap Consulting. It ensures that *everyone* is invested in the success of the program, and that the client has their thumbprints on the program design.



Proposed Leadership Development Curriculum

The curriculum presented on the following pages represents a *general* leadership development program. The actual design of the program would be decided on through a creative collaboration between the client and Giant Leap Consulting.

What is presented here is a comprehensive leadership development program. High-level outlines of each summit topic are provided, as well as other value-added features.

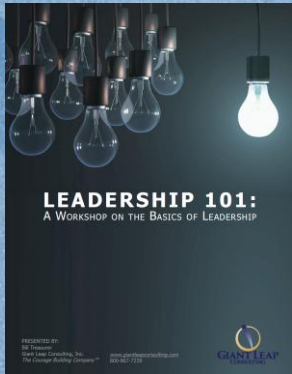
Leadership “Summits”	
• Leadership Kickoff	• Decision-making & Risk-taking
• Culture	• Goal-setting & Accountability
• Courageous Leadership	• Motivating Self and Others (DISC)
• Leading Change	• Customer Connected
• Strategic Thinking	• Conflict & Negotiation
• Communication	• Coaching

All of the program content on the following pages has been created or authored by Bill Treasurer, founder of Giant Leap Consulting, or his team.

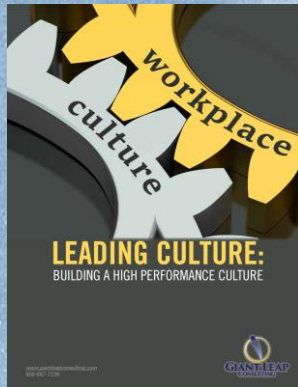


Program

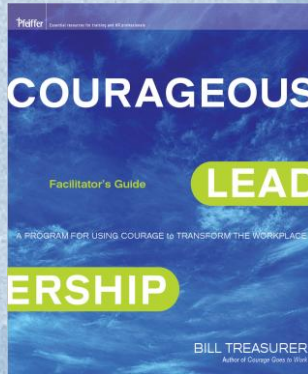
Our leadership programs revolve around high-impact learning “summits.” A typical leadership program consists of 10 - 12 summits, spread out over a year to 2 years.



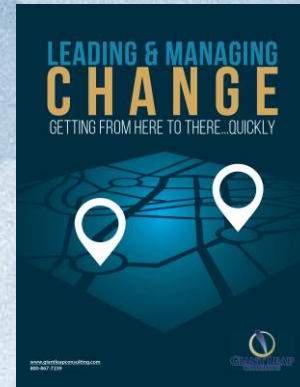
Leadership 101



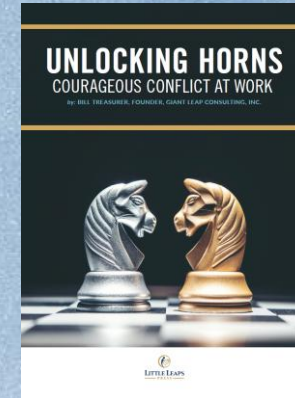
Leading Culture



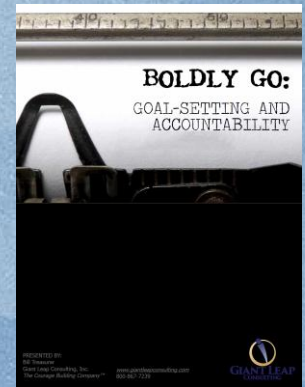
Courageous Leadership



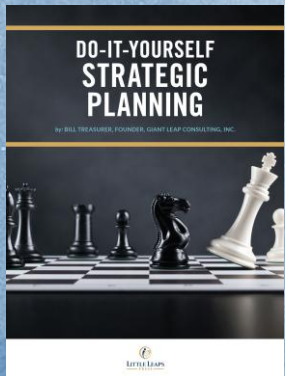
Leading Change



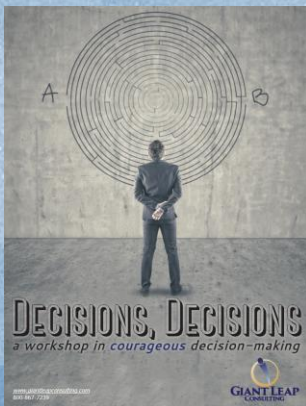
Optimizing Conflict



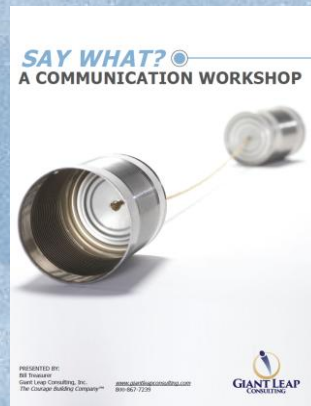
Goals & Accountability



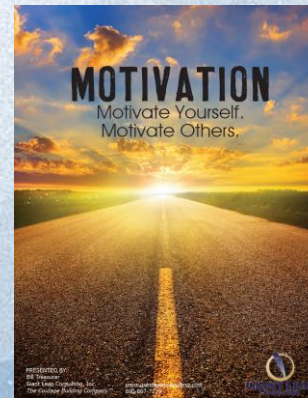
Strategic Thinking



Decision-Making



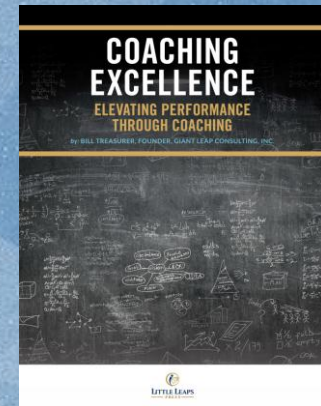
Effective Communication



Motivating Self & Others



Customer Connected



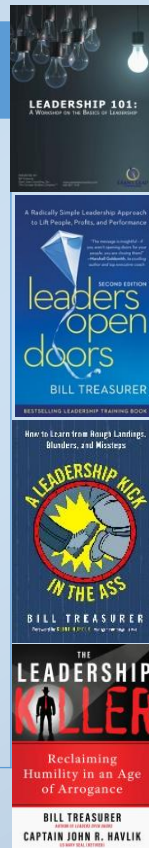
Coaching Excellence

Leadership Kickoff

The Leadership Kickoff summit lays the groundwork for the entire leadership program. Content will include:

Content

- Why leadership is important.
- “Bad” leadership
- Facts/Stats about leadership
- Leadership defined
- 5 Practices of leadership
- Content from *Leaders Open Doors*
- Content from *A Leadership Kick in the Ass*
- Content from *The Leadership Killer*



Culture

The Culture summit focuses on the importance of culture because of its impact on attitudes, morale, and performance. The leader’s role in influencing culture is also covered. Content includes:

Content

- Understanding the impact of culture on performance and discipline
- Learning how *values* drive culture
- How to identify a predominant culture
- Four different “types” of cultures
- A leader’s role in creating, recreating, and dismantling culture

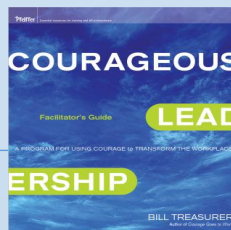


Courageous Leadership

The Courageous Leadership summit has been taught on 5 continents in 12 countries. It stresses the importance of courage as a fundamental leadership *virtue*.

Content

- Courage as a leadership virtue
- *Discomfort* and human development
- The impact of fear on performance
- Three types of courage
- Content from *Courage Goes to Work*
- Courage tips

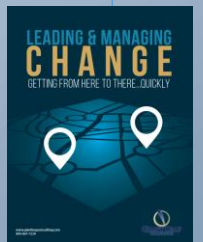


Leading Change

Leaders are charged with changing companies, processes, and people. But change nearly always prompts resistance. This summit focuses on a leader's role in bringing about positive change.

Content

- Why change is important to leadership
- Why people resist change, and how to overcome change resistance
- How mental *rigidity* thwarts change, and what to do about it
- Four common responses to change
- “Burning Platforms”
- Change tool: Force Field Analysis
- Tips for successful change

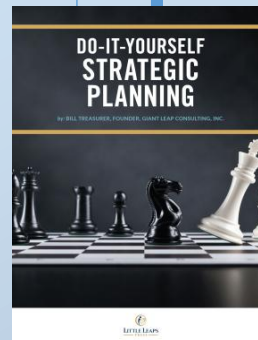


Strategic Thinking

The more senior you become, the more strategic your focus must be. This summit helps leaders build on their operational and tactical knowledge to think more strategically. Content includes:

Content

- Strategy defined
- Activity: Going out of business...on purpose!
- A strategic planning framework
- Stakeholder assessments
- How to think more strategically about the business
- Gap analysis and scenario planning
- Execution and rollout

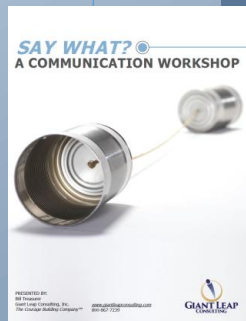


Communication

A leader can be a great strategist, developer of people, and salesmen, but if her/she can't communicate, none of the other stuff will matter. This summit focuses on the importance of communication and listening.

Content

- Communication "fails"
- The communication process
- Lean and rich communication channels
- Dealing with difficult people
- "Radical Candor"
- "Leader Language" & aggressive vs. assertive
- Electronic communication
- Listening skills

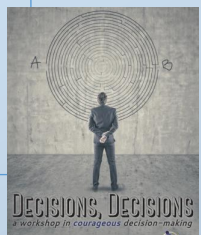
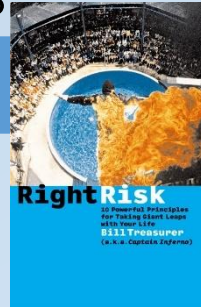


Decision-making & Risk-taking

Some companies claim that “risk is in our DNA.” If so, your leaders should know all about it, right? Doing that means also understanding the nature of decision-making. This summit focuses on helping leaders make good and calculated decisions

Content

- Activity: The Prisoner's Dilemma
- Attributes of a good decision-maker
- How ignorance impacts decisions (Dunning-Kruger effect)
- Ethical dilemmas and decisions
- Decision and risk-taking tools & frameworks
- Content from *Right Risk*

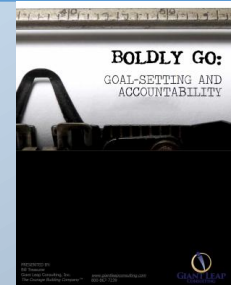


Goal-setting & Accountability

Leaders make the future happen, IF they can get everyone else to go along. This summit focuses on the leader's responsibilities related to setting goals and building accountability. Progress takes both.

Content

- What makes a good goal?
- Why goals get missed
- Getting goals to “cascade”
- SMART targets and metrics
- The difference between “great” and “good” employees
- Accountability vs. responsibility
- Tips on promoting accountability

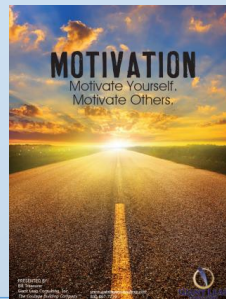


Motivation

Leaders must inspire increasingly higher levels of performance. Motivating others starts with understanding and motivating yourself. Content includes:

Content

- Stats about employee engagement
- What demotivates employees
- “Meaning vs. Money”
- Stress and it’s impact on motivation
- Human performance and the application of energy
- Includes: The DISC styles profile

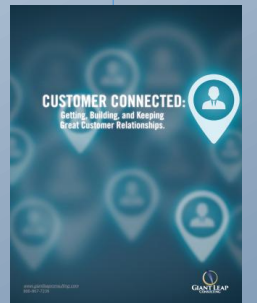


Customer Connected

Businesses don’t exist without customers. Gaining customer loyalty should be the aim of every leader. Content for this summit includes:

Content

- The criticality of customer loyalty
- Brands that people trust
- The Customer Loyalty matrix (four customer types)
- A framework for sorting customer types
- Professionalism and why it’s important
- Four relationship building phases
- *Internal* customers
- The ins and outs of networking

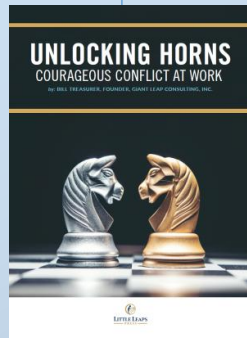


Conflict & Negotiation

Conflict “is” – it’s a reality with which all leaders contend. The trick is to make it productive and not destructive. This summit focuses on understanding how to navigate situations where the potential for conflict is high, including negotiations.

Content

- Unhealthy vs. healthy conflict
- Factors that promote productive conflict
- “Win/Win” thinking
- *Tactical Empathy*
- Guest: Steve Romano, ex-FBI hostage negotiator



Coaching

Achieving high levels of human performance takes great coaching. Too many leaders see themselves as enforcers of rules, versus nurturers of performance. This summit focuses on leaders as coaches, and the content includes:

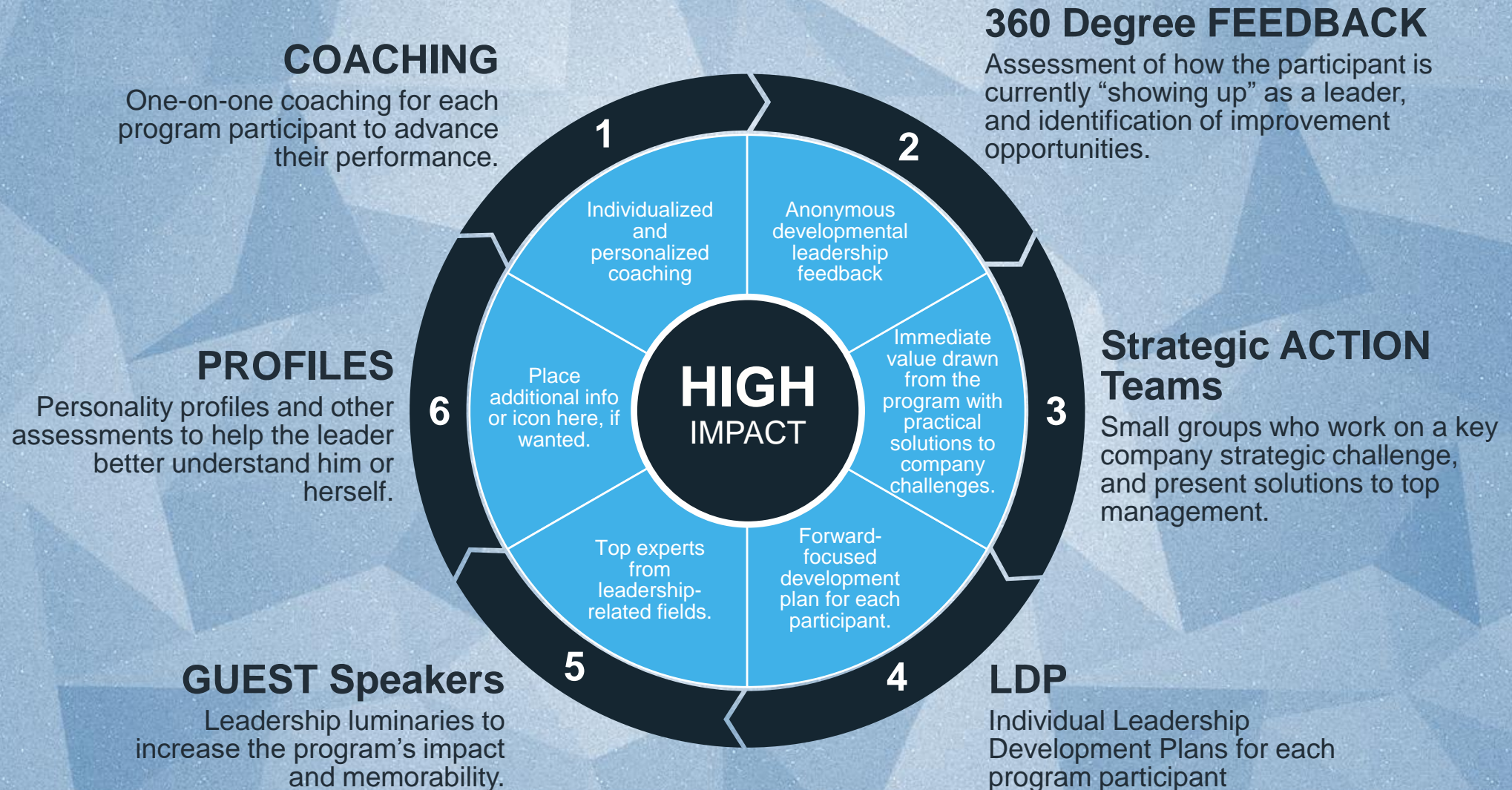
Content

- The differences between a cop, coach, and counselor
- Characteristics of a great coach
- Great coaching questions (with Q Cards)
- Coaching conversations
- How to give tough feedback
- *Feedforward*



Program Accelerators

Workshop summits are only one way of developing leaders. A well-rounded leadership program includes other program features that advance and accelerate each participants' development. Giant Leap strongly encourages the inclusion of the program features outlined below.



Add-on Program Options

- 360 degree feedback for each participant
- Executive coaching: each participant participates in four executive coaching sessions during the 24 month program
- Leadership Development Plan (LDP) for each participant post-program, drawing on the summary of the coaching sessions and 360 feedback
- Inclusion of internal Subject Matter Experts (SMEs) as cofacilitators
- Access to senior company executives throughout the program
- Presentation skills coaching: each participant reviews taped presentations with a presentation skills coach three times during the program (**optional**)
- Strategic *Action* Teams: small groups of participants (5-8) who tackle a tangible company issue/challenge for the company
- Regular “design days” with client to prep for upcoming summit and continuously fine tune the program
- Occasional outside guest experts (**optional**)
 - Ed Viesturs, top mountaineer – has summited Mt. Everest seven times
 - John “Coach” Havlik, ex-Navy SEAL Officer and leadership author.
 - Many other options as well (ex-MLB coach, FBI hostage negotiator, etc.)!



About Giant Leap Consulting, Inc.

Giant Leap Consulting is a *courage-building* company. Our mission is to help people and organizations be more courageous. We believe that people work more effectively—and with higher levels of passion and commitment—when they are operating out of confidence and courage than out of fear and anxiety. Extraordinary results are achieved when people engage courageously with one another.

Since our inception in 2002, Giant Leap Consulting has done extensive work with government, non-profit, and commercial entities. A sampling of our leadership development assignments include:

- Delivered Courageous Leadership summits train-the-trainer sessions NASA at the Marshall Spaceflight Center.
- Co-designed and is delivering a custom leadership development/succession program for the emerging leaders of the Walsh Construction Company, a \$6-billion-dollar construction company based in Chicago. This work is ongoing.
- Designed and continues to deliver a customized leadership development program for emerging leaders at the *Aldridge Electric Company*, a Chicago-based electrical construction company. GLC has worked with Aldridge for 20 years and has also facilitated the company's strategic plan and performs regular top team coaching. This work is ongoing.
- In 2020, during the pandemic, delivered an online Courageous Leadership course to 150 managers from the Social Security Administration
- Designed and continues to deliver a customized leadership development program for emerging leaders at *Plote Construction*, a Chicago-based highway building company. This work is ongoing.
- Delivered Courageous Leadership and train-the-trainer summits in the United States and Europe for eBay to support its cultural transformation efforts.
- Designed and continues to deliver a customized leadership development program for emerging leaders at *IES Communication*, an Arizona-based data center installation company. This work is ongoing.
- Delivered Courageous Leadership programs in London, Hong Kong, Tokyo, Singapore, Sydney, and Zurich for UBS Bank.
- Delivered Courageous Leadership summits for all of Saks Fifth Avenue general managers. The program involved delivering 15 summits in Manhattan.
- Designed and delivered multiple iterations of *Courageous Leadership* for mid-level directors at PNC Bank, as well as a custom-designed train-the-trainer summit.
- Developed a simulation-based leadership development program for *Accenture*, one of the world's largest and most respected consulting companies. The program was delivered in 15 iterations to over 300 project managers.
- Have delivered strategic planning for scientific research centers at Harvard, Yale, UC Berkeley, Notre Dame, USC, MIT, UPenn, Brown University, and many others.
- To learn more, please visit our websites: www.GiantLeapConsulting.com, www.BillTreasurer.com, www.LeadersOpenDoors.com, and www.CourageBuilding.com

About Bill Treasurer

Bill Treasurer is the founder of Giant Leap Consulting, a courage-building company, and the author of the international bestseller, *Courage Goes to Work*. Bill's courage-building workshops have been taught to thousands of executives in 14 countries on 5 continents.



For over three decades, Bill has worked with leaders from such renowned organizations as NASA, Saks Fifth Avenue, The Home Depot, UBS Bank, Spanx, eBay, Southern Nuclear, and the U.S. Department of Veterans Affairs.

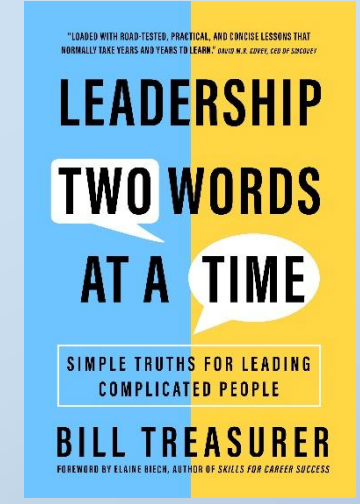
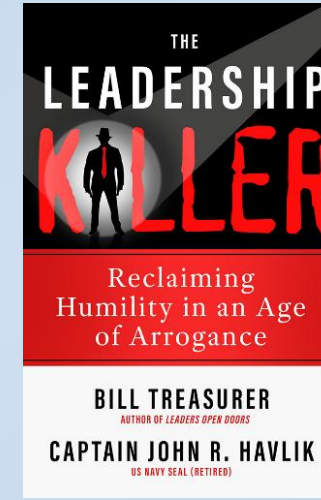
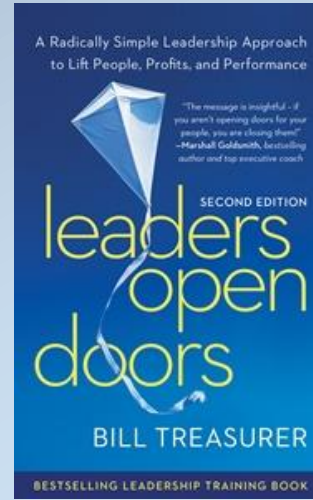
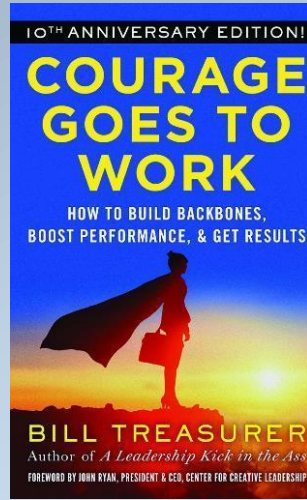
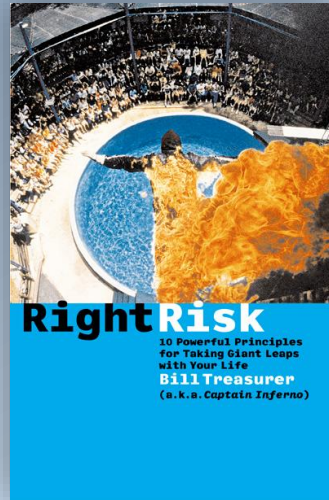
Bill is the author of six books, including the international bestseller, *Courage Goes to Work*. His book, *A Leadership Kick in the Ass*, won the “Gold Award” for nonfiction books in 2017. He cowrote *The Leadership Killer: Reclaiming Humility in an Age of Arrogance*, with Captain John Havlik, former Navy SEAL. His newest book is *Leadership Two Words at a Time*, which provides road-tested lessons for great leadership.

Prior to founding Giant Leap Consulting, Bill served as an executive in Accenture's change management and human performance practice, eventually becoming the \$65 billion company's first full-time internal executive coach.



Bill attended West Virginia University on a full athletic scholarship and earned his Master's degree from the University of Wisconsin, Green Bay. He serves on the board of the Association of Learning Providers. Learn more at www.BillTreasurer.com. He is also a former captain of the US High Diving Team.

Published Works of Bill Treasurer



References



Craig Atkinson, VP Strategic Initiatives, Walsh Construction

Giant Leap co-designed, co-developed, and continues to co-deliver a comprehensive 2-year leadership program called the Walsh Group Leadership Initiative. Over the last decade, over 200 hi-po leaders have gone through the program, many of them now populating the top ranks.

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Tom Emma, President, IES Communications

In 2019 Giant Leap conducted a leadership assessment which resulted in the development of a 2-year comprehensive leadership program. The program is now on its third iteration.

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Krista Roberts, VP Talent Management, Aldridge Electric Inc.

Giant Leap has worked with Aldridge for 20 years, mostly on retainer. We have designed numerous leadership programs for leaders at all levels, and recently started facilitating Aldridge board meetings.

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Michael Wallace, L&D Manager at TotalEnergies

Giant Leap has conducted many in-person and virtual trainings for both managers and rank-and-file workers for this international petro company.

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