

CDA LEADERSHIP ACADEMY

Developing Leadership Presence

Dive headfirst into a living lab with our integrated approach to developing high-performance teams.

It's time to challenge outdated models with a fresh new take on what it means to have Leadership Presence. Breathe life into teams and find your own sense of balance between authority, authenticity, and approachability as industry experts lead you through evidence-backed methods of creating cohesion in the workplace.

OUTCOMES

We pride ourselves on not just what we teach but what you take away. Graduates of the GRITT Leadership Academy return to their workplace with:

- **New Perspectives**
Find the opportunities within current challenges and approach them with a new set of solutions.
- **Growth Mindsets**
Build your own personal development plan for continuous improvement with individualized feedback from your own Executive Coach.
- **"Found" Strengths**
Gain a deeper understanding of how to leverage your own strengths as well as how to spot them in others.
- **Industry Best Practices**
Come away with tried-and-true approaches to crafting teams, giving difficult feedback, and speaking to inspire.
- **Leadership Presence**
Intentionally create yourself as the kind of leader that unites, elevates, and motivates teams and individuals to their highest potential at work and at home.

WHO SHOULD ATTEND

High-Potential Employees, New Managers, and other Managers who look to broaden their communication, managerial, financial and leadership skills

The GRITT Advantage

Individual Coaching
Live/Virtual Classes
Homework & Application

THREE 2-DAY WORKSHOPS
FOUR LIVE VIRTUAL CLASSES

\$4,450

FACULTY

For this program, GRITT University assembled expert faculty of in-demand consultants and practitioners who live their disciplines and are committed to sharing their insights with you.



Patrick Carpenter | President of GRITT Business Coaching

Patrick's 30-year career includes senior management positions with two global fortune 100 companies and international business assignments around the world.



Tom Bagwell | Vice President of Learning & Development

Tom has 30 years sales, marketing and operations experience in senior leadership positions. Tom also is a lecturer for MBA programs at Cal State East Bay. Tom holds degrees from UC Berkeley (BA), University of Chicago (MBA), and the University of Pennsylvania (MAPP).



Alexa Lott | Senior Certified HR Professional

Alexa has over 25 years of experience working with large and small companies in various industries. She is also a Predictive Index Certified Partner.



Dan Hood | GRITT Business Coaching

Dan spent the past 20 years building organizations from the ground up. Dan holds a degree in education from Missouri State University. He is a Storybrand certified guide and holds two psychology certifications.



Nancy Gentle Boudrie | GRITT Business Coaching

For 35 years, Nancy has been assisting business professionals and organizations in creating seven-figure success. She uniquely blends her entrepreneurial business knowledge with her training in mindset skills such as Mindful Based Stress Reduction (MBSR) and Naropa University's Mindful Leadership Training.



ASSESS

For more information visit:
www.cdaweb.net/leadershipacademy

Character Strengths | What's the difference between people that do their job and people that *love* their job? Well, overall performance, job satisfaction, employee retention - the list goes on. Maximize your team's efforts by learning how to recognize and address the over/under utilization of signature strengths.

Predictive Index | Workplace personalities. Everyone has one - But how do they factor into operations? The PI assessment is a scientifically proven measure of behavioral tendencies in the workplace, and offers an objective, bias-free evaluation that can help to better manage teams by helping you to understand "who's in the room".



LEARN

1ST IN-PERSON SESSION |

APRIL 17

- What it Takes to Lead
- What Employees Want
- Positive Leadership
- 4 Universal Communication Principles
- 5G Framework
- Identify Your Strengths & Values

APRIL 18

- Resilient Storytelling
- Giving & Receiving Feedback
- Scoreboards & Metrics
- High Performance Huddles

1ST ONLINE SESSION MAY 3

- Present-Centered Leadership
- Stress Management Techniques
- Balancing life's demands

2ND ONLINE SESSION MAY 31

- Deep Insight into Your Strengths
- Strength-Spotting
- Strength Blindness

2ND IN-PERSON SESSION |

JUNE 12

- Goal-Setting: Flywheel of Success
- Intrinsic & Extrinsic Motivation
- How to Balance Multiple Goals Simultaneously
- What to Say to Yourself when You "Win" and "Lose"

JUNE 13

- Sprints
- Why Games Work
- Aligning Games to Goals
- What to Say to Your Teams when You "Win" and "Lose"

3RD ONLINE SESSION JUNE 24

- Predictive Index – Understand Your Behavioral Tendencies

4TH ONLINE SESSION JULY 19

- How to lead a Difficult Conversation
- How to Recruit "A" players
- Learn Behavioral Interviewing skills

3RD IN-PERSON SESSION |

AUGUST 13

- Leverage Your Stories to Increase Authenticity
- Post-Traumatic Growth in Leadership
- Building Meaning & Purpose in Your Work
- Distinguish between Coherence, Purpose, and Significance

AUGUST 14

- Leader as Teacher
- Turning a Job into a Calling
- Action-Planning



APPLY

Homework | Apply learning in your Workplace
 "Knowledge without Action is of Little Use"

Coaching | Receive Three Hours of Executive Coaching to Maximize Program Impact