



Reach for the Summit

Reach for the Summit (Fundamental Leadership Skills)

CATEGORY: Leadership

WHO SHOULD PARTICIPATE: Middle Managers

METHODOLOGY: Lecture, discussion, in-class activities, group-work, case studies, interim assignments

LANGUAGE: Chinese, English or bilingual

DURATION: 20 Days delivered over 10 months in 10 modules

Program Overview This is a 10-module course that is delivered over the course of a year, in a part-time, MBA-style approach. Participants are given assignments in between face-to-face meetings and there is an emphasis on simulations and other activity-based sessions, with group presentations.

Program Objectives **First lead yourself, and then lead others**

- To examine the skills, behaviors and thinking necessary for effective leadership
- To distinguish leadership from management and practice developing basic leadership competencies
- To develop specific action plans that will produce measurable key improvements in personal and team performance

Benefits

- Build confidence in any organizational leadership role
- Share experiences with other participants
- Get practice in between face-to-face meetings
- Find your unique leadership style
- Gain invaluable life leadership skills



Process

Base Camp: Personal Accountability

Leadership begins with personal accountability. This module focuses on creating a sense of ownership for results and expanding our sphere of influence. Personal accountability is the measure of our personal effectiveness, meaning that each of us ultimately determines the quality of our own experience.

Camp 1: Visioneering & Goal Setting

Vision is the power of dreams in action and one of the most powerful human motivators. Vision allows leaders to create a compelling future for themselves and others, inspiring transformational results. A future orientation distinguishes great leaders, and this module provides the tools to create the pathway and a plan to achieve results that truly matter.

Camp 2: Professional Ethics

Ethics is about being of service and doing things that benefit the organization and community. It means acting in alignment with our moral compass, and upholding consistent values that guide us in our choices.

Camp 3: Courage in Adversity

Leaders face reality by acting with courage in the face of adversity. Based on John Stoltz's *Adversity Quotient* theory, each of us can train our capacity to get things done in the face of continuous change, and respond resourcefully to crisis, rejection and failure.

Camp 4: Situational Leadership

Situational leadership is about awareness of self and our environment, allowing us to draw upon a range of communication approaches and making resourceful choices based on clearly defined outcomes.

Camp 5: Building a Winning Team

Teamwork isn't about slogans or motivational talks, it's about a commitment to commonly held, meaningful goals that inspire greatness. This cannot be trained or forced, and won't happen by memorizing rules, tricks or techniques. Teamwork is achieved by each team member clearly knowing the value and scope of his or her contribution to the goal, and sharing an understanding of the team's significance.

Camp 6: Performance Coaching

Performance coaching is a conversation that identifies barriers to desired results by focusing on specific behaviors and their consequences, then sets a course of action to correct these behaviors. Through a process of discovery, goal setting and specific action steps, coaching enables the realization of extraordinary results.



Camp 7: Work-Life Balance

Balancing our life makes us happier. When we feel in control of our life and are spending time on those things that matter to us, we are happier and more productive at work. Companies experience fewer sick days, reduced turnover and a more motivated workforce.

Camp 8: Cross-Cultural Skills

This module helps build confidence, sensitivity and self-awareness among local managers to improve their self-expression in cross-cultural environments. Focus is on conflict management and resolution, as well as diversity and mutual respect.

Camp 9: Creative Problem Solving

Advanced Systematic Inventive Thinking is a new technology from Israeli scientist Roni Horowitz. It allows masters to find creative solutions to everyday problems by applying specific techniques to problem analysis. A proven methodology, ASIT is an essential tool kit for Chinese leaders.

Summit: Strategic Thinking

From the mountaintop that represents a future achieved, leaders create specific plans that define markets, customers, products and services, turning vision into purposeful designs that prepare the organization to meet the challenges of tomorrow.