



Overview of Residential Course 3

Theme: Leading to 'Grow' your Circle of Influence

In this Course, the content and practice opportunities will advance previously-developed core skills, and expand them with a vision of leading larger and more complex organizations; health care systems, regional, national or international systems. By this point in LDI, the Leaders have wrestled with the very real challenges of leadership; self-leadership (making self-honoring choices that promote values and vision) and leadership of those closest to them (their circle of influence). Challenges in building and sustaining teams, colleagues, and departments inside their organization, has built some 'leadership muscle'. With the goal to enter into leadership at the widest horizon, advanced communication, presentation and media skills are highlighted.

During LDI, each Leader keeps a journal of their discoveries, lessons, insights and challenges. This material is consolidated and crafted by each Leader into a personal 'Leadership Story'; to be published at the conclusion of the Course.

Pre-course Work:

- Draft 'Leadership Journey'

Key Topics in RC3:

- Strategic communications development
- Media skills (interview skills, camera, teleprompter)
- Advanced presentation and facilitation skills
- Advanced change management theory
- Applications of the 'Five Practices' in national and international settings
- Creating and implementing messaging strategies
- Mentoring skills for mentees

Through Activities:

Strategic Messaging Plan

The 'SMART CHART' will serve as the primary guideline for a strategic communications development process. To "grow global leaders" and "advance palliative care" requires crafting communication strategies and being skillful in delivering messages to lead complex organizations or systems.

Advanced Media and Presentation Skills

In addition to crafting a message that 'sticks' to the intended audience, it is important to practice and develop skills that empower the Leader to speak confidently and powerfully. Even a perfectly crafted message will fall on deaf ears unless the spokesperson does justice to the message. Familiarity with the technology and equipment help the Leader to liaise with those who can promote the message and underwrite the changes and vision that are desired.

Mentor Relationship

The mature and confident Leader evolves and strengthens personal, organizational and international impact by continued growth and development of their Individual Development Plan, with on-going collaboration with their Mentor and Coach. The advanced leadership skills needed in the role of mentor now becomes a focus of the mentee. Both perspectives of the mentor relationship is examined so the leader-mentee is empowered to be a potential mentor to others.

Resources / References

1. Covey, Stephen R. (2004). *The 7 Habits of Highly Effective People* (2nd ed.). New York, NY: Free Press.
2. Kolb, DA. (2007). *Kolb Learning Style Inventory LSI Workbook* (3rd ed.). Philadelphia, PA: Hay Group.
3. SmartChart 3.0, An Even More Effective Tool to Help Nonprofits Make Smart Communications Choices. The Spitfire Strategies: http://www.smartchart.org/content/smart_chart_3_0.pdf
4. Kouzes, J.M. & Posner, B.Z. (2008). *The Leadership Challenge* (4th ed.). San Francisco, CA: Jossey-Bass.
5. Maxwell, John C. (1993). *Developing the Leader Within You*. Nashville, TN: Thomas Nelson.