



## The Self-Aware Leader Workshop

Excellent performers in sport and in business are seldom well-rounded individuals. They excel by understanding their strengths and learning to maximize them. They also understand which of their weaknesses have the potential to derail them, and then develop systems or strategies to better manage those challenges. Research shows us that the number one predictor of executive success is self-awareness. It is the foundation for growth. Yet many leaders find that they are so busy handling the task side of their job that they don't take the opportunity to step back and reflect on how they can best add value to their people, their teams and their organization.

A leader's ability to pay attention to the right things at the right time will allow them to get the best out of themselves and others. They will better understand both the conditions that create pressure or drain their energy and how to create the conditions that allow them to perform at their best. To effectively lead others, you need to first understand yourself and the impact you have on others.

The Self-Aware Leader workshop is an individualized program that combines the TAIS assessment, one-on-one coaching, a classroom session and follow on support. It will help leaders understand and leverage their strengths under pressure and identify what changes if made, would matter the most.

### Overall Program Objectives:

Participants have the opportunity to

- Demonstrate the link between self-awareness and performance
- Identify what they tend to pay attention to, and miss, when under pressure
- Clarify the type of work and environment in which they will do their best work
- Define the conditions that create pressure and drain energy for them
- Perform more effectively in situations outside of their comfort zone
- Develop strategies for decreasing errors they tend to make while under pressure
- Construct a three-month action plan

### Core Program Description

The Self-Aware Leader workshop consists of two key elements.

#### 1) Pre-work

This program will start with insights gained from the TAIS (The Attentional and Interpersonal Styles) inventory. This tool was initially developed for use by Olympic athletes and the Navy SEALs to help them optimize performance under pressure.



Participants will spend 20 minutes completing this self-assessment and a week prior to the workshop will spend another 30-45 minutes reading about their results in a detailed report.

Then, just prior to the workshop, the participant will spend 45 minutes with an experienced TAIS coach to debrief their results. This conversation will allow the participant to pause and gain focus on key strengths and challenges. It concludes with a reflective summary exercise that takes approximately 30 minutes to complete to ensure clarity of focus.

## **2) Live Instructor-led Workshop – 1 Day**

Participants are welcomed into a 1 day workshop in which we explore how to take action on the insights gained from the TAIS in order to drive performance. The agenda for the workshop is included at the end of this document.

### **Optional Sustainment Program**

We offer an optional additional sustainment program that provides ongoing support to help imbed the learning of each participant. The optional support program can include the following components:

#### **Trainer as Partner**

The Trainer as Partner program begins with the creation of a three-month action plan in the workshop. The plan is reviewed by the trainer, who sends tips following the workshop. Then, each participant has a 20-minute accountability call with the trainer to review progress and challenges at the three-month mark. The results of these follow-on calls are summarized into an anonymous report that pin-points successes and areas for further attention.

#### **Peer Coaching**

Our proprietary Peer Coaching process provides participants with the structure they need to set up partnerships that will lead to greater learning transfer. At the end of the workshop, participants are guided through a process with their partner to set up a two-month peer coaching schedule – building in the time, topics, and method for connecting in order to hold each other accountable.



## The Self-Aware Leader – 1-Day Agenda (7 hours of content)

8:30AM Start

### **Program Introduction (8:30 – 8:55)**

- Welcome
- Student Intros

### **Self-Awareness Overview (8:55 – 9:35)**

- What and why of self-awareness
- Johari window + stages of awareness

### **Break (9:35 – 9:45)**

### **Attentional style (9:45 – 11:40)**

- Mapping your styles
- Style exercises (3 styles, unique insights, differing styles)
- Mapping your distractions
- Distractions exercises (3 types of distractions, strategies, summary)

### **Informational style (11:40 – 12:15)**

- Review and risks exercise

12:15 – 1:00PM - Lunch

### **Leadership Style (1:00 – 1:40)**

- Lessons from improv

### **Social Style (1:40 – 2:10)**

- Extroversion / introversion exercise

### **Break (2:10 – 2:25)**

### **Communication Style (2:25 – 3:00)**

- 4 balls exercise

### **Integration Exercise (3:00 – 4:00)**

- Strengths and challenges round robin
- Power of Choice
- Mindsets

### **Action Planning & Close (4:00 – 4:30)**

4:30PM Finish