

# Leadership Development Program with Personal Agility

Discover simple, proven tools of leadership.  
Combine them for alignment, speed, and responsiveness.



**Achieve  
Long-Term Goals**



**Respond to Change  
Effectively**



**Create the Necessary  
Environment**

**Because no one knows more than everyone!**

## For



For leadership at all levels, including Executives, Management, Coaches, & Contributors (especially knowledge workers & customer-facing staff).

Develop your own approaches to activate the intelligence of your organization. Upgrade your innovation and leadership skills. Lay the foundation for a more innovative, responsive, and capable organization.

## Challenges

- Linear, inflexible product development
- Responding to changing customer needs
- Responding to market changes
- Increase probability of value generation
- More successful project execution.

## Goals

- Understand what more agility can bring.
- Better alignment in the organization.
- Better ways of working.
- More flexible product development.
- Better collaboration across departments.



## Benefits

Lead yourself and your organization to:



Reduce  
resistance  
to change



Achieve  
results  
sooner



Respond  
to outside  
changes



Have  
more  
Impact

## Your Engagement

The leadership development program consists of three modules.

1. **Align Action with Purpose**
2. **Lead Others for speed and responsiveness**
3. **Shape the Organization**

A typical cohort is 10 to 20 people. Each module consists of 12 to 16 hours of learning, and low-dosage, long-term support over 1 to 3 months.

## Getting Started

Contact Peter Stevens or the  
Personal Agility Institute



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## Program Contents

	<b>Module 1: Aligning Action with Purpose</b>	<b>Module 2: Leading Others for Speed and Responsiveness</b>	<b>Module 3: Shaping the Organization</b>
<b>Primary Audience(s)</b>	<ul style="list-style-type: none"> <li>Executive Leadership</li> <li>Management</li> <li>Coaches</li> <li>Knowledge Workers</li> <li>Customer-Facing Contributors</li> </ul>	<ul style="list-style-type: none"> <li>Executive Leadership</li> <li>Management</li> <li>Coaches</li> <li>Knowledge Workers</li> </ul>	<ul style="list-style-type: none"> <li>Executive Leadership</li> <li>Management</li> <li>Coaches</li> </ul>
	Format and content tailored to the needs of the audience		
<b>Topics Covered</b>	Getting the right things done <ul style="list-style-type: none"> <li>Team building</li> <li>OKRs / OKIs</li> <li>Maximizing Value Production</li> <li>Agile Frameworks</li> <li>Seeing the big Picture</li> <li>Achieving Long-Term Objectives</li> <li>Multitasking and its impact</li> </ul>	Leading without commanding <ul style="list-style-type: none"> <li>Purpose of leadership</li> <li>Empathy and the culture of trust</li> <li>Active listening</li> <li>Coaching and other stances</li> <li>Dialogue-driven problem-solving</li> <li>Emergence</li> <li>Achieving alignment</li> <li>Making decisions that stick</li> </ul>	Raising performance in the organization <ul style="list-style-type: none"> <li>Assessing Performance</li> <li>Activating Collective Intelligence</li> <li>Executive Agility Through Mastermind</li> <li>Organizational Decisiveness, Responsiveness and Achievement</li> <li>Staying in Control</li> </ul>
<b>Office-Work</b>	Focus: individual action <ul style="list-style-type: none"> <li>Identify what really matters (WRM)</li> <li>Prioritize own work according to WRM</li> </ul>	Focus: interactions with others <ul style="list-style-type: none"> <li>Apply dialogue skills to problem solving and building alignment.</li> <li>Prioritize team work according to WRM</li> </ul>	Focus: collective action <ul style="list-style-type: none"> <li>Applying OKRs &amp; OKIs</li> <li>Develop executive agility with mastermind.</li> <li>Align on an issue with important stakeholders and decide on the way forward.</li> <li>Optional: Launch a major initiative with high coherence and focus.</li> </ul>
<b>Program Duration</b>	1 Month	2 Months	3 Months
<b>Contact Hours</b>	<ul style="list-style-type: none"> <li>Intensive: 12 hours</li> <li>Ongoing: 1-2 hrs./wk.</li> </ul>	<ul style="list-style-type: none"> <li>Intensive: 12-16 hours</li> <li>Ongoing: 1-2 hrs./wk.</li> </ul>	<ul style="list-style-type: none"> <li>Intensive: 12-16 hours</li> <li>Ongoing: 1-2 hrs./wk.</li> </ul>