RIPPLE LEADERSHIP PROGRAM

Equipping leaders for what comes next

For leaders who:

- are key to the organization's future
- want to grow personally and professionally
- can put practical tools to use immediately
- benefit from environments that support long-term development
- are 0 - 10 years into a leadership role

trebuchet group™

Contact Us

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www.trebuchetgroup.com/ripple-leadership-program

DESIRED OUTCOMES

DEVELOP LEADERS

Equip leaders who strengthen the company's culture, grow people, and get results. We work together to clarify values, and enhance philosophies of leadership.

REINFORCE LEARNING

Provide opportunities to practice and apply lessons learned in real-time environments. We use live coaching, assessments, reflection, and group discussion to deepen learning and application.

ENGAGE AND SUPPORT

Growing and changing can be uncomfortable. As a group, we engage and support managers and those new to leadership positions as they work on transforming their organizations and themselves.

THE PROCESS

RAISE AWARENESS

Participants learn where they are awesome, where they can grow, and find new aha's about what leadership can be

BUILD CONNECTIONS

Participants build personal connections with fellow participants in their cohort and strengthen relationships with those they work with every day. They also strengthen what they already know and deepen their understanding of principles of purpose-based leadership.

APPLY LEARNING TO GET RESULTS

The best feedback comes when trying out things in the real world. Participants get ideas from others across industries and have collaborative conversations to explore what could work better than "best practices."

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PART ONE - LEAD YOURSELF

- Surface personal values
- Decide potential future personal and professional outcomes
- Understand personal strengths and motivators
- Examine how much is driven by importance and urgency
- Understand personal conflict styles
- Surface need for and commitment to self-care

PART TWO - LEAD OTHERS

- Surface personal value guidance systems
- Assess internal team's capacity and potential
- Learn and apply highly-effective questions to help others struggle and grow
- Understand team health and leader's role
- Chart team member's future development and engagement
- Examine leadership behaviors and desired improvements

PART THREE - LEAD THE ORGANIZATION

- Envision organizational purpose, outcomes, and strategies
- Think and play systemically
- Create shared ownership through transparency and empowerment
- Examine commitment and readiness to drive positive change
- Create clear and effective feedback loops
- Evaluate leadership behavior results

YOU'LL EXPERIENCE

18 TOTAL 3 - HR ONLINE GROUP LEARNING SESSIONS
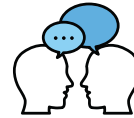
3 INDIVIDUAL LEADERSHIP COACHING SESSIONS

UP TO 3 IN-PERSON, EXPERIENTIAL EVENTS

A SUITE OF ASSESSMENTS INCLUDING TKI CONFLICT ASSESSMENT, DISC AND MOTIVATORS & LPI 360

A COMBINATION OF PRAGMATIC CONTENT, INTERACTIVE EXERCISES, AND INTERPERSONAL CONNECTIONS WITH OTHER LEADERS

COMMITMENT

SUPERVISORS

- Regular conversations around learning and progress

- Make 6 hours / month time available for employee to work on program

- Share your leadership story with the cohort as a guest (if desired)

- Involved engagement with coach and program lead

PARTICIPANT

- Full engagement around learning and applying material, coaching, and relationships, investing minimum 2-3 hours per week.

- Decision around continued commitment after 3 sessions

- Participate in all sessions - make up any necessary absences

- Ability to travel for 2-3 days consecutively

- Computer internet access that supports Zoom video conferencing
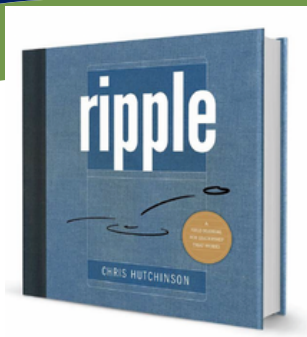
CONTENT & MATERIALS

Ripple: A Field Manual for Leadership that Works & Workbook - Chris Hutchinson

The Motive - Patrick Lencioni

The Advantage - Patrick Lencioni

5 Dysfunctions of a Team - Patrick Lencioni

The Advice Trap - Michael Bungay Stanier

The Coaching Habit - Michael Bungay Stanier

Introduction to Conflict and Teams Workbook

No Ego - Cy Wakeman

Small Giants: Companies That Choose to Be Great Instead of Big - Bo Burlingham

The Real Truth About Leadership - Kouzes, Posner

Great Game of Business - Jack Stack

The Infinite Game - Simon Sinek

Tugboat 7Ps

and more ...

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Good leaders build products.

Great leaders build cultures.

Good leaders deliver results.

Great leaders develop people.

Good leaders have vision.

Great leaders have values.

Good leaders are role models at work.

Great leaders are role models in life.

- Adam Grant

Ready to make ripples?

Get started at

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