



The
LEADERS LYCEUM

www.leaderslyceum.com



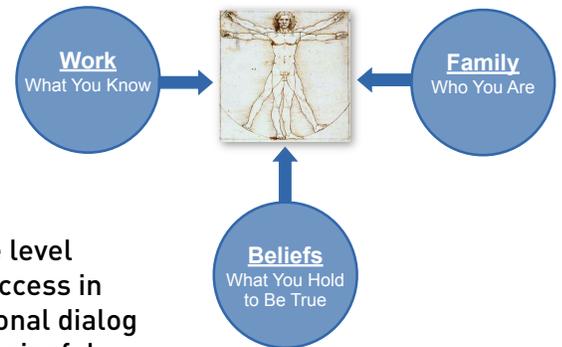
INFORMATION KIT

**The Transformational Impact of One-to-One Coaching
Delivered with Group Impact for Maximum Organizational Reach**

The Leaders Lyceum® (ly-see-um) creates unique learning environments to accelerate the development of leaders to a place of greater maturity and effectiveness. This application-driven approach meets individual leaders where they are and helps move them closer to where they and their organizations need them to be. The Leaders Lyceum® leverages relevant experiences both inside and outside of work to accelerate development of the whole person.

Differentiated Curriculum engages relevant, real-time challenges meaningful to the individual in order to promote leadership maturity, yielding real-time impact with real-world results. The Leaders Lyceum® curriculum fosters greater personal ownership of leader decisions, yields a significant ROI, and broadens the pool of more highly effective leaders within an organization.

The Program Experience targets emerging leaders or executive level participants whose functional skills have positioned them for success in leadership roles. Through both large group learning and intentional dialog in Cross Mentoring Groups (CMGs), participants experience meaningful impact and lasting leader growth.



Program Offerings are specifically designed to meet our clients' needs. Five core programs include:

- **ELEVATED LEADERSHIP:** Assisting organizations to develop leaders with a more mature perspective-developing leaders others want to follow.
- **CHALLENGE-TO-CHANGE:** Facilitates growth, not just compliance, during times of change by moving people from blame to responsibility.
- **RENEW:** Executive teams gaining traction from individual and group learning, coaching, and support.
- **TEAM DYNAMIC:** Developing a healthy and sustainable dynamic amongst individual leaders as a part of a team.
- **PROSPER:** Overcoming wealth as an inhibitor of growth for leaders within a family enterprise.
- Curriculum experiences can be customized to address each client's specific needs.

Leveraging over forty years of study, the curriculum has been honed in both group forums and in executive coaching engagements.

Company History - Ph.D. psychologists, utilizing decades of research on adult development, created and honed a learning experience that accelerates individual growth in the areas that matter most to leader effectiveness. Since 1996, The Leaders Lyceum® model has been experienced by thousands of participants, resulting in a life-changing, personalized leadership development experience.

"The future of our organizations depends on successfully identifying and developing all leaders to higher leadership development levels – to a place of greater authenticity – so that they can respond effectively to the increasingly complex demands of our times."

– Dr. Keith M. Eigel & Dr. Karl W. Kuhnert

CURRICULUM DIFFERENTIATORS

Lateral and Vertical Development are two distinct approaches to leader growth. The majority of traditional training programs focus on Lateral Development—the training of knowledge, skills, and abilities. Leaders today, however, are facing increasingly more complex and ambiguous problems, requiring something more than knowledge to solve. Vertical Development is growth in maturity of perspective, and has been shown to be the best predictor of overall leader effectiveness. The Leaders Lyceum® has uniquely developed a method to accelerate the Vertical Development of leaders, in both group and one-to-one settings, resulting in the greatest ROI for increased leader effectiveness.

“**Challenge and Contradiction over Time**” is key as a formula for growth that recognizes the greatest opportunities for Vertical Development exist in challenging situations that contradict our current way of understanding. The Leaders Lyceum® guides participants to leverage significant life and leadership challenges with regular and intentional focus, which yields enduring results. The curriculum model supports this concept of learning and incorporation over time, with programs typically occurring over several months.

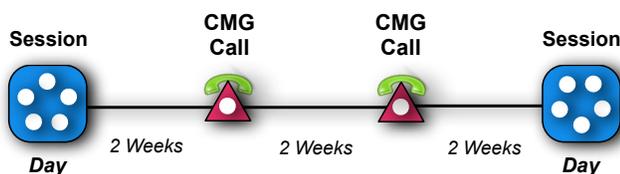


The Leader Levels Model offers measurable indicators of Vertical Development. Leaders at the highest levels lead from a place of authenticity and concern for the the whole in any given situation. Leaders earlier in their development allow circumstances and others around them to define them, which often results in putting their own interests first. Leaders arrested at these lower levels are not only ineffective but can also be damaging to the organization. The Leaders Lyceum® accelerates Vertical Development to help participants learn to leverage challenging experiences in their current situation to change the way they view themselves and their leadership roles.

Cross Mentoring Groups (CMGs) are peer-to-peer mentoring groups which provide the accountability inherent in well-formed developmental relationships. Research conclusively supports that leaders

engaged in developmental relationships grow faster and more effectively than those who are not. In group our team learning experiences, CMGs are strategically formed using diversity of personality, and functional expertise. Structured curriculum for the CMG experience provides the benefits of executive coaching at a fraction of the cost. CMGs meet both during session-days and with structured check-ins during the weeks

between sessions. The accountability and consistent, intentional interaction around developmental goals creates a cadence of development. The result is accelerated, sustainable growth.





The Leaders Lyceum® is an organization whose mission is to create unique learning environments that accelerate leadership development to impact a maturity of perspective across work, family and beliefs by addressing what leaders know and how they know it.

"The Leaders Lyceum approach to accelerated development of our leaders, perfectly supports our strategy for accelerated growth of our business. Their proven model for immediate application has yielded unmatched results for our key leaders, has provided great ROI and is a real win for AutoTrader.com!" **Esther Dabney, Vice President, Learning and Leadership Development- AutoTrader.com**

"The Leaders Lyceum has been instrumental in the tremendous success of the University System of Georgia Executive Leadership Institute. The flexibility of their approach, combined with time-tested methods has facilitated our long-standing collaboration to ultimately sustain impact on institution leadership teams across the entire system!" **Tina Woodward, Assistant Vice Chancellor for Organizational Development- Board of Regents of the University System of Georgia**

"Simply put, organizations that employ the strategies and perspectives learned within...The Leaders Lyceum, will dominate those that do not—graduates gain a perspective and framework on leadership that is more effective and leads to greater success over the long run than other methods—period." **B.J. Green, Syndicated Finance- SunTrust Robinson Humphrey**

"I've been sold on the The Leaders Lyceum after seeing impact with those on my team. Using this experience as a platform for development, one specific individual began the program in one role, which has since changed to another much more effective role—both she and the organization are now getting wins as a result!" **Shane Benson, Marketing Management- Chick-fil-A, Inc.**

"The Leaders Lyceum outcome has been amazing — our objective of accelerated development has clearly been met!"
Jill Wilson, Senior Vice President Human Resources/Central Division- Macy's Inc.

"I've been to a number of programs in my time, but this one far and away will be the most positively life changing for me."
Tom Butsch, Executive Vice President- Regions Bank

