

1. **Self-Aware:** Know what you bring to the table & how to leverage it. (9.18.14)

- Discover & leverage your unique strengths to best serve your team & organization
- Articulate your core values so you always align your leadership style with what's essential to you
- Learn your communication style & how to adapt to others to ensure clarity & shared understanding
- Create a self-awareness map so you can easily access your key talents & values & share them with others

TOOL: Communication & Behavioral Assessments, Self-awareness Map, Emotional Intelligence

LEADER: Suzann Foerster, Owner/CEO, Suzann Foerster Leadership Coaching

2. **Distinctive:** Deliver on what you want to be known for. (10.16.14)

- Increase your confidence so you are more empowered to contribute & take action
- Discover, design & deliver your own Personal Brand so that others see how they can benefit from working with you

TOOL: *Personal Brand Development* by Suzann Foerster

LEADER: Suzann Foerster, Owner/CEO, Suzann Foerster Leadership Coaching

3. **Immune to Change:** Initiate & sustain change that leads to true progress. (11.20.14)

- Identify hidden barriers around a leadership issue where you personally feel “stuck”
- Discover ways to manage those barriers instead of allowing them to manage you
- Develop “change” strategies that unleash potential for you and those around you

TOOL: *Immunity to Change™*

LEADER: Barbara Rapaport, President, Real-time Perspectives

4. **Inspiring:** Master the unwritten rules of leadership for women to clear invisible barriers. (1.15.15)

- Create shared drive & purpose so you can create effective teams
- Empower others to do their best
- Step forward to lead with vision so you inspire others to give their best
- Actively shape your culture to create a more collaborative & productive workplace

TOOL: Book, *Leading From the Front*

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

5. **Courageous:** Overcome fear to lead courageously. (2.19.15)

- Make difficult or unpopular decisions
- Communicate decisions with confidence
- Courageously speak & hear the truth to discover core problems

- Learn to take positive action so you can keep forward momentum
- Confront reality
- Embrace challenging assignments to promote personal growth
- Maintain a high level of personal integrity

TOOL: TBD

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

6. **Wise:** Be the smartest at the table without knowing all the answers. (3.19.15)

- Make wise & fair judgments based on solid facts & data
- Weigh alternative courses of action
- Effectively diagnose situations so you can create effective strategies
- Be resourceful in handling difficult problems
- Focus on/identify core problems
- Remain calm in turbulence/crisis/under pressure
- Learn how to challenge “group think” & lead others to better solutions

TOOL: Book, *Power Questions*

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

7. **Authentic:** Develop a leadership approach that’s authentic & true to your values. (4.16.15)

- Build relationships of trust & respect so you can collaborate most effectively
- Establish credibility
- Display genuineness in working with others
- Understand & align your overt & covert messages to demonstrate consistent authenticity

TOOL: *Values Assessment* by Suzann Foerster

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

8. **Persuasive:** Communicate powerfully & effectively. (5.21.15)

- Develop powerful & concise communication so your ideas are heard
- Consolidate ideas to core concepts
- Improve your eye contact & body language to create powerful & effective communication

TOOL: TBD

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

9. **Informed:** Use curiosity based learning to drive key interactions. (6.18.15)

- Understand how different stages of adult development impact behavior
- Learn to embrace behavioral and situational complexities as learning opportunities
- Identify your next developmental “growing edge”

TOOL: Article, Key Concepts for Understanding the Work of Robert Kegan

LEADER: Barbara Rapaport, President, Real-time Perspectives

10. **Confident:** Elevate your presence & confidence in every situation. (7.16.15)

- Learn to engage as an active participant so others see you as engaged & focused
- Develop presence & confidence to adapt to any situation
- Create a polished appearance to enhance your professional image

TOOL: TBD

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

11. **Focused:** Stay focused & be intentional to reach your goals. (8.20.15)

- Adjust calmly & readily to change so you keep moving forward
- Develop strategic vision to carry you through any challenge
- Persevere to achieve your goals with disciplined focus
- Develop personal resilience

TOOL: TBD

LEADER: Doreen Bolhuis, Owner/CEO, Gymco

*Curiosity based learning to drive key interactions.* Understand how different stages of adult development impact behavior. Identify your next developmental "growing edge".