



The Leadership Test™

AUDIENCE

Leaders and emerging leaders at all levels of the organization.

Discover the true core of leadership

Program Benefits

The Leadership Test™, by TRClark, is an intensive face-to-face or live virtual workshop designed for leaders and emerging leaders at all levels of the organization. It is based on Dr. Timothy R. Clark's landmark book by the same name. The workshop focuses on what we call "core" of leadership — personal responsibility, the intent to lead, and the influence patterns behind that intent. Most leadership development programs focus on the "crust", meaning the development of skills, knowledge, and experience.

The crust will always be essential to successful leadership. But in the 21st Century, it's becoming increasingly clear that leaders without a strong core will struggle, and often fail, to engage and mobilize people over the long run. Our research confirms that the most important tests of leadership are tests of the core — when the essence of who you are as a leader is on the line. *The Leadership Test* helps leaders and emerging leaders:

- Define and commit to a personal working definition of leadership.
- Acquire accurate self-knowledge concerning their core.
- Identify and define their primary patterns of holding others accountable.
- Identify and define their personal patterns for managing the natural tension between stewardship and self-interest.
- Create and implement strategies to pass each of five leadership tests.

Program Description

A penetrating introspective, *The Leadership Test* workshop invites participants to probe deeply and honestly into their patterns of personal responsibility, intent to lead, and the ways that intent is reflected in patterns of influence and the performance of stewardship. The learning modules are:

- Module 1: Discovering Intent and Influence – Participants begin by exploring their personal core of leadership through a process of discovering their primary intent to lead, the influence patterns behind that intent, and the reasons they want to become or improve as a leader.
- Module 2: Fill Your Pack – Participants assess their fundamental orientation and behavior toward responsibility and contribution with or without immediate, tangible, or line-of-sight rewards.
- Module 3: Sign Your Name – Participants assess their ability to demonstrate a pattern of taking responsibility for their own results, the results of those they lead, and other resources.
- Module 4: Share the Stage – Participants assess their ability to demonstrate a pattern of wisely generating and sharing recognition and credit.
- Module 5: Take the Oath – Participants assess their ability to demonstrate a pattern of drawing a clear distinction between stewardship and self-interest, and by acting with integrity when facing ethical issues and dilemmas.
- Module 6: Pour Your Cup – Participants assess their ability to demonstrate a pattern of contributing to the development and success of others through assigned and unassigned acts of personal influence.

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Implementation/Customization

In addition to face-to-face instruction delivered on-site, *The Leadership Test* is also available in a live, web-based format. For virtual instructor-led training, we employ the ground-breaking GEAR™ spaced learning model developed by Dr. Conrad Gottfredson to achieve significant learning outcomes. The online version of the workshop makes use of the Adobe® Connect platform and follows the format of four, 90-minute sessions. Sessions are typically taught once a week over three weeks, allowing participants the opportunity to apply concepts and tools between sessions.

