

# Leadership Point of View™

Be the Leader You Want to Be

## A powerful and enriching experience to create clarity and connection with your people

Most leaders have not taken the time to reflect on the kind of leader they want to be. When leaders understand and are clear about their leadership values and expectations, they act more intentionally and authentically. And when they share their leadership story, they inspire engagement, trust, and respect.

Blanchard's **Leadership Point of View™** (LPOV) is an immersive journey of self-understanding where participants identify formative experiences—the key people and the key events—that shaped how they lead. Blanchard coaches assist them in writing a compelling narrative that turns these pivotal events into a leadership story. Participants are then invited to share their story with their colleagues and the people they lead and work with.

Sharing an LPOV is a deeply personal experience. The reflection and story shared by the leader often sparks new insights. People listening to a leader's LPOV usually find common ground in the experiences they have had and gain a better understanding of the leader's motivations and expectations. This fuels a renewed commitment to give discretionary effort and exceed expectations.

LPOV changes leaders. It changes their relationships with their people. And that changes your organisation.

## Outcomes



Eliminate misunderstandings



Build loyalty



Improve relationships



Develop connections and collaboration



## Learning Objectives

- Identify the key people and events that shaped your leadership point of view
- Understand who you are or aspire to be as a leader
- Understand and describe your leadership values
- Share your expectations of yourself and others



## The best leaders know what they stand for and how to share that with others.

Creating an LPOV helps leaders become more inspiring and authentic, self-aware and honest, and vulnerable and values driven. When people understand their leader's motivations, they feel more connected and willing to bring their full creativity and productivity to work.

## Flexible Options to Meet Your Needs

### In Person In-depth Learning • Application • Practice • Action Planning

**Instructor-led Sessions:** Two half-day instructor-led sessions followed by one or more peer and facilitator coaching calls

### Virtual In-depth Learning • Application • Practice • Action Planning

**Virtual Instructor-led Sessions:** Three 2-hour virtual sessions followed by one or more peer and facilitator coaching calls

### Individual Coaching Experience One-on-One Learning • Practice

One-on-one coaching process includes an orientation meeting (in person or virtual) followed by a minimum of four one-on-one, one- to two-hour coaching sessions scheduled over three to six weeks

### Online Awareness • Application • Performance Support

**Learning Journey Experience:** Six-week online learning journey with two live virtual sessions, individual learning activities, threaded discussions, personal reflection, and curated articles

## Who Should Attend?

- Leaders at all levels
- Individual contributors who aspire to be leaders
- High-potential employees interested in developing themselves for greater leadership responsibility

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