

# Foundations of Leadership

For newly promoted managers early in their careers, along with more experienced managers who would benefit from training on the fundamentals of leadership development.



## Overview

Think about your career for a minute. Maybe you were hired right out of school to be a project leader or a supervisor. Maybe you worked your way up, or maybe you worked for years for an organization in another role and just got promoted.

However you got where you are, you are new at this.

Maybe it is time to move beyond being a manager and become a leader.

Foundations of Leadership uses proven methods to help you, as a new manager, to improve your leadership skills. You will get an honest evaluation of your leadership style, and you will learn how your personality and the way you communicate helps or hurts your ability to influence others and resolve conflict.

In addition to the assessment process, you will learn how to see yourself as others see you, and you will receive feedback from a certified CCL coach and your peers. And you will learn about how you handle conflict by participating in a videotaped problem-solving exercise that shows you how to defuse potentially volatile situations in the workplace.

Perhaps most importantly, we will introduce you to our research which shows why leaders derail in their careers.

We have helped a lot of people be successful. Let us help you.

## Outcomes

- › Learn what your current leadership strengths are, what your needs are and how they affect the functioning of your group.
- › Learn how to improve work performance by understanding how people interact with each other.
- › Increase your understanding of how to best influence others, and create strategies for managing conflict.
- › Establish a network with others in the program that are at the same stage in their careers.
- › Set clear goals for future development through a one-to-one feedback session with a certified CCL coach.

### PROGRAM SPOTLIGHTED IN *The Wall Street Journal*

A columnist for *The Wall Street Journal* writes favorably about his experience in CCL's Foundations of Leadership program. Learn more by visiting [www.ccl.org/fol](http://www.ccl.org/fol).

## QUICK FACTS

TUITION  
**\$3,700 / 3600€**

LENGTH  
**3 DAYS**

AVERAGE CLASS SIZE  
**24**

INSTRUCTOR/PARTICIPANT RATIO  
**1:12**

OFFERED IN\*  
**GREENSBORO, NC, USA**  
**SAN DIEGO, CA, USA**  
**BRUSSELS, BELGIUM**  
*Delivered in English*

## TO REGISTER:

Visit [www.ccl.org/fol](http://www.ccl.org/fol)  
or call:  
**CCL - NORTH AMERICA**  
**+1 336 545 2810**  
**CCL - EUROPE**  
**+32 (0)2 679 09 10**

*\*Also offered through our network associate sites. Visit [www.ccl.org/foldates](http://www.ccl.org/foldates) to view all dates and locations.*



Center for  
Creative  
Leadership

NORTH AMERICA EUROPE ASIA

[www.ccl.org](http://www.ccl.org)



"It's natural to stay within your comfort zone at work rather than try new leadership approaches that may not turn out well. In *Foundations of Leadership*, you're able to safely try some of the tools you may not feel comfortable to try otherwise."

- OLIVIER FLEUROT, PH.D.  
RESEARCH AND DEVELOPMENT MANAGER  
UNILEVER, HOME & PERSONAL CARE DIVISION

## AGENDA

### DAY 1

#### *Charting Your Own Course*

- › Inventory of prior leadership experience and measurement of where you are today, through a multi-rater assessment of strengths and development needs
- › Videotaped exercise on influencing
- › Personality preference self-assessment

### DAY 2

#### *Navigating Relationships*

- › Introduction to CCL's research on derailment
- › Strategies for strengthening relationships in the workplace, along with an assessment of conflict behavior and interpersonal needs self-assessment
- › Videotaped conflict scenarios facilitated by CCL coaches

### DAY 3

#### *Setting a New Direction*

- › One-on-one session with certified CCL coach
- › Peer feedback
- › Individual goal development and action plans

*Additional coaching services can be elected at any point before, during or after program participation. For more details, visit [www.ccl.org/coaching](http://www.ccl.org/coaching).*

For information on accommodations and tuition, or to review our transfer and cancellation policy, please visit our FAQ page at [www.ccl.org/questions](http://www.ccl.org/questions).

## STAY CONNECTED

### Online Leadership Community



Visit **myCCL** and **myCCL PREMIUM** - [www.ccl.org/myCCL](http://www.ccl.org/myCCL) to begin accessing a host of resources, research and news.

### CCL's Leading Effectively Series

Visit [www.ccl.org/leseries](http://www.ccl.org/leseries) to access CCL Podcasts, Webinars and our monthly *Leading Effectively* e-newsletter.

## TO REGISTER

### Select a program

Visit [www.ccl.org/foI](http://www.ccl.org/foI) or refer to our Open-enrollment Program Schedule for available dates.

### Register online

[www.ccl.org/foI](http://www.ccl.org/foI)

### Or register by phone

**CCL - NORTH AMERICA +1 336 545 2810**  
**CCL - EUROPE +32 (0)2 679 09 10**

Class size is limited and many programs require the completion of pre-course assessment surveys. This material is distributed seven to eight weeks in advance of the program and is critical to your program participation. For these reasons, it is important for you to register as far in advance as possible.