

Focused Leadership Experience (FLEX)

FLEX is an advanced program for executives and senior leaders designed to expand knowledge and skills to lead transformative change while promoting peer learning and relationship creation.

Objectives –

- Build understanding of the unique characteristics of transformational leadership that are needed to create breakthrough results.
- Assess self-knowledge and skills as transformational leader and develop individual action plan for growth as a leader.
- See the results of transformational leadership in other organizations and develop organizational plan to put into action key models and approaches learned.

Coursework –

Effective Coaching to Build Clarity of Purpose and Vision: Participants are coached one-to-one or in small groups to gain clarity and deepened commitment toward life and organizational goals.

Site-Visits to World-Class Organizations: Our site visits provide leaders and change agents with the unique opportunity to see, hear and experience firsthand how other successful organizations make change happen. The organizations we frequently visit include Hewlett Packard, St. Charles Medical System, Intel, Oregon Museum of Science and Industry, Oregon State Government, and Metro services and others.

Personal and Interpersonal Mastery Coaching: Topics in this area include: Transformational Leadership; Eagle Coaching, Forming a Pack of Wild Dogs; Organizational Resiliency; Leading Organizational Culture; Accountability; Execution; Mind-set for Performance; and Performance Reviews (how to conduct as leader).

Knowledge Building in Change Methodologies: Specific knowledge and application tools are gained in building effective performance management systems and understanding the whole-systems approach to managing change.

Built-in time for leisure and reflection: While each two-week program is an intensive learning experience, we realize that integral to any learning opportunity is the need to take some time devoted to reflection and fun. We have built several reflective and leisure activities into the curriculum during the evenings and weekend.

Course Length and Location – Normally two (2) weeks in length, based in Portland, Oregon, USA