



NEW LEGENDS NOW

LEGENDARY LEADERSHIP PROGRAM

8 MONTHS | TEAM + PROJECT BASED | 1:1 COACHING

Develop the capacity for **Legendary Leadership**

Leaders have the greatest single impact on **culture, strategy, and results.**

Legendary Leaders accept the challenge to build high-performing organizations that are also great places to work. They embrace the tension between great cultures and great execution. They seek to grow themselves, others, and the company by facing and addressing head-on the inevitable conflicts within and between teams. They are courageous. They are consistent. They are humble and committed. They are legendary. You never forget it if you have been lucky enough to have such a leader in your work life. Legendary leaders help their organizations get clear and aligned on where they are going, how they are going to get there, and model for all how to engage with each other in both good and challenging times.

- + Manage the tension between culture and execution when it arises.
- + Create strategies that are simple, elegant, and built to execute.
- + Employ and spread a language of respect, accountability, performance, and appreciation.
- + Apply tools that are straightforward and simple to learn and use — and spread them rapidly.
- + Embrace conflict as fuel for innovative solutions.
- + Cultivate a leadership mindset that encompasses developing yourself, others and the organization.



HOW DOES THE NEW LEGENDS NOW PROGRAM HELP YOU ACHIEVE **LEGENDARY LEADERSHIP**?

Our model for organizational effectiveness is built on the dynamic tension and balance of the four domains of Culture Design, Strategic Thinking, Strategic Execution, and Leadership Development. In the program, you will develop capabilities for unrivaled performance by learning how to manage this dynamic tension. At the core of the program is an Action Learning Project. Your executive sponsor should support the project. It is the framework where you will refine and sharpen your skills.

For more specific information on costs, dates, and program enrollment:

www.newlegendsnow.com/legendaryleadership

- + Six off-site learning events run from Thursday 1 PM to Saturday Noon every 6 weeks.
- + 1:1 coaching between sessions helps you and your team embed skills, explore insights, and stay focused on moving your project forward.
- + Teams of 3-4 leaders from your company attending together is most effective.
- + Self and 360 assessment increase relevance and self-awareness.



MODULE 1

THE NLN CIRCUMPLEX + FOUNDATION

Meet your cohort during the two-day launch where we introduce the New Legends Now model for balancing the tension and power of the drivers of success. Learn essential practices that will be used for the entire program and beyond: putting safety and trust first in work relationships, creating and modeling accountability, cultivating a growth mindset, recognizing unconscious bias, and balancing inquiry and advocacy. Learn how your individual temperament might impact your leadership style and build esprit de corps with your cohort.

MODULE 3

CULTURE DESIGN

Organizations have a culture by design or default. Using the Denison Culture Model, you will learn how clarity and alignment in the four domains of culture improve business performance. Learn how to understand the power of trust in high-performance teams and how to build it. Understand the invisible aspects of culture and how to use artifacts and storytelling to create and sustain culture. Participate in a Culture Dig to map the current reality of any team.

MODULE 5

LEGENDARY STRATEGIC EXECUTION

Execution is culture and strategy in action. Discover how to convene a Strategic Execution Team for steady progress on critical quarterly and annual goals. Discover ways to keep accountability genuine and learn rapidly from what did and did not work. Learn to establish a cadence to gain momentum through short-term wins and genuine celebration. Develop new conflict and change management skills. Explore the Progress Principle to identify team toxins and their antidotes. Review the tools introduced throughout the course and their use in execution. Spend time in improv learning circles to refine your toolkit as you prepare to take all you have learned back to your organization.

MODULE 2

LEGENDARY LEADERSHIP DEVELOPMENT

Understand your own leadership strengths and gain insight on your leadership behaviors. Compare your Denison Leadership Development Survey results to a global database to identify strengths and weakness as well as understand over-utilized capabilities. Understand the pillars of authentic leadership. Get started on a Leadership Development Plan (LDP) with your New Legends Now coach. You will get support through coaching sessions and feedback in an interactive and improvisational action-learning environment.

MODULE 4

LEGENDARY STRATEGIC THINKING

Learn how to create a simple yet powerful strategic plan that can be understood and used by every employee. Develop a common language for a strategy that strengthens execution potential. Review your CliftonStrengths 34 results to see your top strengths and any gaps. Take a deep dive into the eight strengths of Strategic Thinking and learn to sharpen your strategic LENS: Learn from past experiences, Engage with organizational systems, Navigate organizational complexity, and Set a new organizational course. Learn several new tools for effective strategic thinking such as Backcasting, Affinity Mapping, real-time trend analysis, and KPI development.

MODULE 6

PROJECT PRESENTATIONS + CELEBRATION

Wrap up your year-long experience by presenting the results of your signature project. Recap highlights of your experience and your biggest takeaways while celebrating the beginning of the next chapter in your leadership journey equipped with better tools and understanding for creating your new legends in leadership!

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