

LEADERSHIP ADVANTAGE

A program offered by Strategic Talent Resource Group

Program Benefits

- Develops skills and capabilities needed for tomorrow's successful leaders
- Delivers critical content relevant for meeting today's rapidly changing business and talent needs
- Builds self-awareness through use of 360° feedback that builds individual development plans used throughout the program to address personal growth and development opportunities

Who Should Attend

New or emerging leaders with current or future leadership responsibilities and aspirations.

Duration

9 months
Three 2.5-day sessions

Cost

\$5,500 per participant

To learn more, contact
Rachel Dillard, Program Lead
651.375.1799
RJDillard@landolakes.com

Leadership Advantage is a premier Land O'Lakes development program. This 9-month learning experience is designed for cooperative and independent dealer managers and leaders who have demonstrated both sustained business performance and the potential for future leadership. This key development course provides high-impact leadership development for strategic and executional growth, and is an integrated suite of learning experiences designed to expose emerging leaders to the multidimensional nature of leadership.

Leadership Advantage includes

- 360° leadership development feedback from a participant's manager, direct reports, colleagues and peers.
- One-on-one coaching from Land O'Lakes credential resources to create a personalized development plan that is reviewed throughout the program.
- Three interactive, instructor-led learning experiences that build leadership skills and capabilities in critical management and talent development areas.
- Peer mentoring to provide insights and networking with leaders who have experienced challenges that match the participant's development needs.

Dates for Leadership Advantage IX

Shape the Future: Tuesday July 24, 2018 - Thursday July 26, 2018

Mobilize Talent: Tuesday December 11, 2018 - Thursday December 13, 2018

Drive for Results: Tuesday February 19, 2019 - Thursday February 21, 2019

Logistics for Leadership Advantage

- All 3 sessions are held near the Land O'Lakes Corporate Office in Arden Hills, MN.
- One group evening event is included during each 3-day session to help build relationships and provide additional networking opportunities.
- Hotel accommodations are made on your behalf upon registration at a nearby hotel.
- To register, participants can use this link at <http://www.cvent.com/d/6tqr3s>

LAND O'LAKES, INC.
BUSINESS DEVELOPMENT SERVICES

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Program Overview

Session 1 - Classroom July 24-26, 2018

Shape the Future:

- Expectations of Leaders
- Your Leadership Legacy
- Anti-Trust: What You Need to Know
- Everything DiSC® Management Profile Debrief
- Getting Ready for Your 360° Developmental Feedback Process
- 7 Habits of Highly Effective Leaders® (two-day program)

Group Webinars Between Sessions 1 & 2

- Understanding your 360° Feedback
- Creating Your Individual Development Plan

One-on-One Phone Coaching 2 One-Hour Sessions:

- Reviewing Your Individual Development Plan with Development Coach

Session 2 - Classroom December 11-13, 2018

Mobilize Talent:

- Individual Development Plan Review
- Crucial Conversations®: Tools for Talking When Stakes Are High (two-day program)
- Crucial Accountability™ - Tools for Resolving Violated Expectations, Broken Commitments and Bad Behavior (one-day program)

Session 3 - Classroom February 19-21, 2019

Drive for Results:

- Individual Development Plan Review
- Situational Leadership II (SLII)® (two-day program)
- Participant Learning Presentations (half day)

Program Descriptions

Everything DiSC® Management Profile: Is designed to increase manager effectiveness for all levels of leadership. The results of this assessment helps managers better understand themselves, their employees and their managers with critical focus being given to communication, delegation and management skills.

7 Habits of Highly Effective Leaders®: This course provides the ultimate in productivity training for thousands of people and organizations worldwide. Learn the power of effectiveness and feel more satisfied with what you accomplish each day. Know where you're going and discover the secrets to success and fulfillment within you.

Crucial Conversations® - Tools for Talking When Stakes Are High: A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary and emotions run strong. These conversations—when handled poorly or ignored—lead to strained relationships and dismal results. However, when you can speak and be heard (and encourage others to do the same), you'll surface the best ideas, make the highest-quality decisions, and then act on your decisions with unity and commitment.

Crucial Accountability™ - Tools for Resolving Violated Expectations, Broken Commitments and Bad Behavior: Building on the skills taught in Crucial Conversations, Crucial Accountability teaches a step-by-step process and new skills to enhance accountability, improve performance, and ensure execution.

Situational Leadership II (SLII)®: This program is recognized as both a business language and a framework for employee development that transcends cultural, linguistic and geographical boundaries. Its foundation lies in teaching leaders to diagnose the needs of an individual or a team and then use the appropriate leadership style to respond to the needs of the person. In this program, you will: a) Learn how to use situational leadership to achieve greater productivity by infusing energy, self-reliance and drive within your employees; b) Increase your effectiveness in setting goals, providing clear direction, listening, observing, monitoring and giving feedback and; c) Retain your most talented employees by being more responsive to their development needs.

Learning Presentation: Each participant is asked to develop and present a five to seven minute presentation on the key insights and learnings they experienced during their Leadership Advantage program participation.