

RVA LEADERSHIP LAB CLASS VI

At the heart of great leadership is the ability to ignite the extraordinary potential that resides within us. To do so requires a conscious choice, the ability to draw strength from core values and personality style, and an understanding of what others need, believe, and feel.

Armed with this knowledge, leaders craft a vision of who they want to be, where they want to go, and how they want to get there. Leadership is not something one can do alone; therefore, ChamberRVA has partnered with Innerwill to develop a team-based leadership program.

Leadership Lab is designed to create individual development and relationship building for emerging leaders who are interested in increasing their capacity to influence and lead within their organizations. Building on emotional intelligence developed through workshops and group executive coaching, the program will equip emerging leaders with the self-confidence and tools needed to effectively develop personally and professionally.

This is a four month program that features four full-day workshops and four half-day coaching sessions. The first three workshops will focus on self-awareness, social awareness, and influence. Before the program and between each workshop, class participants will be split into small groups and will meet with professional coaches to discuss their leadership style and craft a personal vision. During the final workshop, participants will apply the skills learned during the program.

KEY DATES:

- Welcome Reception & Orientation: Monday, January 30, 2017
ChamberRVA – 919 East Main Street, 17th Floor, Richmond, VA 23219
5.30 p.m.–7.30 p.m.
- Coaching Session #1: Introductions Tuesday, January 31, 2017
Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103
9.00 a.m.–12.00 noon
- Workshop #1: Self Awareness Tuesday, February 7, 2017
University of Richmond - 203 Maryland Hall, Richmond, VA 23173-1903
8.30 a.m.–5.00 p.m.
- Coaching Session #2: Style and Leadership Tuesday, February 21, 2017
Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103
9.00 a.m.–12.00 noon
- Workshop #2: Social Awareness Tuesday, March 7, 2017
Pfizer Consumer Healthcare – 1211 Sherwood Avenue, Richmond VA 23220
8.30 a.m.–5.00 p.m.
- Coaching Session #3: Setting goals Tuesday, March 21, 2017
Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103
9.00 a.m.–12.00 noon
- Workshop #3: Leadership Tuesday, April 4, 2017
ChamberRVA – 919 East Main Street, 17th Floor, Richmond, VA 23219
8.30 a.m.–5.00 p.m.
- Coaching Session #4: Personal Vision Tuesday, April 18, 2017
Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103
9.00 a.m.–12.00 noon
- Workshop #4 – Practice & Closing Reception: Tuesday, May 2, 2017
Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103
12.00 noon–6.30 p.m.

OPTIONAL NETWORKING DATES:

Enjoy getting to know you fellow class participants during these optional lunch and socials*:

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| • Lunch: | Tuesday, February 14, 2017 |
| Meekong – 6004 W Broad Street, Henrico, VA 23230 | 12.00 noon – 1.30 p.m |

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| • Evening Social: | Tuesday, March 14, 2017 |
| Ardent – 3200 W. Leigh Street, Richmond, VA 23230 | 5.00 p.m. – 6.00 p.m. |

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| • After Workshop #3 Social: | Tuesday, April 4, 2017 |
| ChamberRVA – 919 East Main Street, 17 th Floor, Richmond, VA 23219 | 5.00 p.m. – 6.00 p.m |

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| • Post Program Social: | Tuesday, June 13, 2017 |
| Fat Dragon – 1200 N Boulevard, Richmond, VA 23223 | 5.00 p.m. – 6.00 p.m. |

** Please note that the program fee does not include food and beverages for the optional lunch and socials. Each participant will be responsible for their own purchases.*

PROGRAM DETAILS

ORIENTATION

Objective: Understand the program and begin developing meaningful relationships with other participants and learning partners.

Meet and greet:

- Meet facilitators and coaches
- Get to know fellow participants

Discover the program:

- Explore the leadership beliefs underpinning the RVA Leadership Lab
- Review expectations, program, and timeline

Logistics:

- Monday, January 30, 2017
- 5.30 p.m. to 7:30 p.m.
- Location: Chamber RVA, 919 East Main Street, 17th Floor, Richmond, VA 23225

COACHING SESSION # 1 – INTRODUCTIONS

Objective: Dive into team dynamics and the coach-participant relationship.

Focus Area: Exploration

Learning areas:

- Discover your coaching group
- Set program expectations
- Discuss personal and professional outcomes
- Discuss small group coaching dynamics

Logistics:

- Tuesday, January 31, 2017
- 9.00 a.m. to 12.00 p.m.
- Location: Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103

WORKSHOP # 1 – SELF-AWARENESS

Objective: Foster self-awareness and understand the cornerstone of effective leadership and self-development.

Focus Area: Self-Awareness

Learning areas:

- Understanding how our “self” shows up in work interactions
- Develop life history timeline
- Identify participants’ core values
- Review personal Insights® profile
- Introduce feedback model

Logistics:

- Tuesday, February 7, 2017
- 8.30 a.m. to 5.00 p.m.
- Location: University of Richmond - 203 Maryland Hall, Richmond, VA 23173-1903

COACHING SESSION # 2 – STYLE AND LEADERSHIP

Objective: Dive into the personal insights profile and introduce personal vision model.

Focus Area: Style and Leadership

Learning areas:

- Share learning from the first workshop
- Dig deeper into the personal Insights® profiles
- Introduce Personal Vision Model

Logistics:

- Tuesday, February 21, 2017
- 9.00 a.m. to 12.00 p.m.
- Location: Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103

WORKSHOP # 2 – SOCIAL AWARENESS

Objective: Recognize and understand the relationship of self-management and social awareness on effective leadership.

Focus Area: Social Awareness

Learning areas:

- Understand how “others” show up in work interactions
- Diagnose and adapt to different Insights® styles & values
- Practice developmental conversations
- Gather 360 feedback

Logistics:

- Tuesday, March 7, 2017
- 8.30 a.m. to 5.00 p.m.
- Location: Pfizer Consumer Healthcare, 1211 Sherwood Avenue, Richmond VA 23220

COACHING SESSION # 3 – SETTING GOALS

Objective: Allow participants to dig into more personal career and leadership goals, challenges, barriers and opportunities while developing a personal leadership vision.

Focus Area: Style & Leadership

Learning areas:

- Share learning from the second workshop
- Develop a personal vision

Logistics:

- Tuesday, March 21, 2017
- 9.00 a.m. to 12.00 p.m.
- Location: Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103

WORKSHOP # 3 – VISION & INFLUENCE

Objective: Explore leadership through self-awareness and influence.

Focus Area: Leadership

Learning areas:

- Discuss leading with a vision
- Discuss influence model
- Practice developmental conversations
- Review 360 feedback

Logistics:

- Tuesday, April 4 2017
- 8.30 a.m. to 5.00 p.m.
- Optional Social/Networking – 5:00 p.m. to 6:00 p.m.
- Chamber RVA – 919 East Main Street, 17th Floor, Richmond, VA 23219

COACHING SESSION # 4 – PERSONAL VISION

Objective: Share revised personal vision and discuss how the 360 feedback results can accelerate or block this vision.

Focus Area: Envision the future

Learning areas:

- Share learning from the third workshop
- Finalize personal vision
- Identify ways in which the team can commit to each participant's success

Logistics:

- Tuesday, April 18, 2017
- 9.00 a.m. to 12.00 p.m.
- Location: Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103

WORKSHOP # 4 & CLOSING RECEPTION – LEADERSHIP

Objective: Practice the skills learned in previous sessions.

Focus Area: Application

Learning areas:

- Practice diagnosing self and others using Insights® and core values
- Practice leading with a vision
- Practice influencing
- Share personal vision

Community Leaders:

- Executive Team Members from Luck Companies will join the group during the workshop to practice the skills learned during the program with the class. They will also share their vision and personal beliefs about leadership and any lessons they have learned about themselves and others along the way.

Logistics:

- Wednesday, May 2, 2017
- 12.00 p.m. to 7.00 p.m.
- Location: Luck Companies – 515 Stone Mill Drive, Manakin Sabot, VA 23103