

The Leadership Grid[®] Seminar

Experience the Power to Change

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What is the Leadership Grid Seminar?

The Leadership Grid Seminar is a four-day residential program designed to increase leadership effectiveness. Based on Grid theory developed by Drs. Robert R. Blake and Jane S. Mouton, the seminar is the classic tool for attaining leadership excellence. Grid International Inc. offers this seminar in a public venue as well as within organizations in the US and Canada. Through a large network of associates, seminars are also offered in 30 countries worldwide in 14 languages.

The seminar puts participants in the driver's seat. The seminar is designed around a series of team-based activities. Within teams of 5-7 members, participants complete a number of measurable team tasks. A key element of the learning is achieved through subsequent team analysis (critique) of the human dynamics at play within the team. Participants spend 90 percent of their time in hands-on activities that provide opportunities to learn from direct experience and to receive personal feedback based on observed behaviors. Through a process of ongoing development and review, team members gain a solid grasp of highly effective teamwork and how to realize the best in themselves and others.

Both team and individual behavior is examined from the perspective of seven specific relationship skills:

Critique, Inquiry, Decision Making, Initiative, Advocacy, Conflict Resolution, Resilience

Who Can Benefit?

Anyone with leadership or supervisory responsibilities will benefit from the Leadership Grid. It is relevant for executives and supervisors and managers at all levels. Participants have repeatedly found it valuable whatever their relative experience, management level, or industry.

Seminar Goals

The specific learning objectives of the seminar are:

Deepening Personal Awareness

- Use the Grid Framework to define sound and unsound behavior.

- Develop an objective understanding of how your behavior impacts others.
- Generate personal commitment based on genuine consensus.
- Use critique to inspire involvement, creativity, and commitment to producing synergy.

Implementing Change

- Overcome the doubt and fear of change.
- Define a strategy for personal change.
- Create norms that motivate and inspire excellence.
- Use critique to achieve continuous improvement and measurement.

Managing Conflict

- Approach conflict as a positive source of productive energy.
- Use candor to strengthen the quality of conflict resolution.
- Shift focus of conflict resolution from *who's right* to *what's right*.
- Use critique to build sound relationships based on mutual trust and respect.

Creating Vision

- Build a foundation of values to support vision.
- Use vision to strengthen personal and team commitment.
- Align personal vision with team and organization visions.
- Use critique to maintain a clear and meaningful vision.

Expect Results from the Leadership Grid

- Identify your leadership style and its effect on others.
- Obtain skills to maximize your leadership strengths and reach your potential.
- Improve cooperation both inside and outside your team.
- Enrich your organization culture to encourage productivity, creativity, and participation.
- Lead the change effort in your organization.

How Long Does It Take?

Public sessions commence at 6:30 p.m. on the first day of the seminar and conclude at noon on the fifth day of the seminar. The second, third, and fourth day of the seminar typically run from 8:00 a.m. to 10:00 p.m.

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