

## C.O.L.T. Colloquium on Leadership and Teams *Seizing the Opportunity and Leading from Anywhere*

*In today's complex and global environment, corporations depend on individuals stepping up and taking leadership roles from wherever they are in the organization. Astute professionals recognize and seize the moment to move the company further, demonstrating: a broad perspective that is in the best interest of the company, insight and courage to engage others by asking the right questions, and the pursuit of options even when the choices are potentially volatile and are hard to accomplish.*

*The challenges are many in today's business environment, such as: competition; culture; global team dynamics; remote operating environments; conflicts involving business, management and between employees; and competing enterprise objectives and needs. Often there is no single or one right answer to any problem. Effectiveness and success demands engaging the best efforts and best thinking of many.*

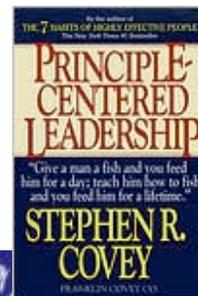
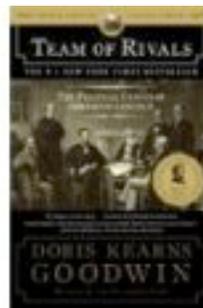
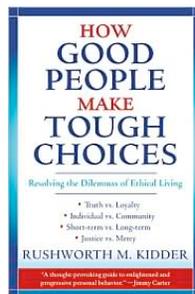
*This course is an **advanced** extension of the Team Leadership course. Where the prior focuses on the dynamics, development and human aspects of teams, this course concentrates on values-based leadership, focusing on the greater good of the organization, leading through trust and influence, resolving difficult conflict, and looking for transformational moments.*

*C.O.L.T. is a leadership course in the context of teams, whether the person is a leader, a member of the team, or a person supporting the team. This course has been deemed "The Gold Standard" of leadership courses in specific operational divisions.*

**Who Should Attend:** Any person in the organization whose contribution and ability to take the lead will benefit the mission of the business.

**Course Length:** 4 days

**Student Materials:** C.O.L.T. Participant Guide, 300 pages



## Colloquium On Leadership and Teams (cont'd)

### *Benefits*

- Lead from anywhere regardless of position and power
- Identify moments where leadership can be applied without having the power and position to do so
- Focus on the broad, systemic greater good of the company
- Resolve seemingly unresolvable conflict
- Develop the dynamics of an adaptive and learning team
- Influence others to look at difficult issues from new perspectives
- Lead using influence without authority

### *What You Will Learn*

- Apply principles of values-base leadership
- Identify constructive conflict from destructive conflict
- Lead, influence and motivate by understanding individual personality styles
- Design constructive competition and recognize destructive competition
- Diagnose organization and interpersonal conflict for its root source and recognize the role of values in the debate
- Applying specific types of leadership as the needs of the team dictate
- Determining the right conversation to break through roadblocks, issues and problems
- Analyze the ethics of a situation and employing a principled approach to resolving issues
- Diagnose team behaviors and constructively effect team dynamics