



Novak Leadership Institute
University of Missouri

2018 LEADERSHIP DEVELOPMENT PROGRAM SCHEDULE

May - Building Self Awareness

"No one has your DNA. No one is like you. The best leaders are the ones who understand that they are like no one else, that they have a unique set of strengths and weaknesses, interests and knowledge, and that they are always going to be a work in progress. - David Novak

May Meeting:

- Introduce Novak Leadership Institute and *Taking People with You* leadership program
- Get to know you exercise
- The value of knowing yourself as part of the goal-setting process
- Review Leadership Development Program online learning portal
- Break into Leadership Development Teams
- Share Lifelines
- Introduce Big Question #1: Goal-setting

Online Activities:

By June 1:

Read about goal-setting and step-change thinking
If/When/Then Planning Tool

Reading: Introduction & Chapter 1 in *Taking People With You*

By June meeting:

Discussion Question #1: The Power of Big Goals
Develop your Big Goal and post it on the online learning portal

June - Building Your Personal Brand

"Most of business is white noise. Everything sort of blends together into a kind of dull hum. Whether it's your advertising, or trying to get a message through twenty layers of management, or making people understand the numbers, you've got to find a way to stand out. If your message is not getting heard, then it doesn't much matter what it is." - David Novak

June Meeting:

- Discuss Big Goals in LDTs
- Introduce self-assessments and 360° feedback (individuals will receive an email link)
- Introduce Big Question #2: People Maps

Online Activities:

By July 1:

Establishing trust with your team (Trust builders and trust destroyers p.41, 42)

Review the People Map in Chapter One

Reading: Chapters 2-3 in *Taking People With You*

By July Meeting:

Discussion Question #2: The Power of People

Develop your People Map

Complete online self-assessment and send 360° assessment requests

July - Unleash the Power of People

"How, exactly, was I able to get people on the same page and marching toward a goal? I concluded that the core of my leadership success stems from my ability to think like a marketer. In marketing, if you can get inside the minds of your customers, you have the opportunity to solve their problems for them in a way that can improve your business. You need to have a good understanding of what they're thinking and why they're thinking that way. In order to get people to buy your product, for example, you have to start by gaining insight into what will convince them that they can't or shouldn't live without it. To be a successful leader, one who gets big things done, you need to have the same kind of insight into the minds of those you lead." - David Novak

July Meeting:

- Review People Maps in LDTs
- Debrief on DISC self-assessment results and 360° feedback
- Exercise: Where I Am Today/Tomorrow
- The power of insights (understanding what makes people tick)
- Introduce Big Question #3: Insights

Online Activities:

By August 1:

Practice the exercise on p. 71-72, Get To Know People

Exercise: Leaders You Admire

Reading: Chapters 4-5 in *Taking People With You*

By August Meeting:

Discussion Question #3: The Power of Insights

Be ready to share People Insights in August meeting

August - From Insights to Action: Strategy & Vision

"A vision is your idea about what the future will look like when you achieve your Big Goal, what the benefits are, what the outcome or results will be. When creating a vision, think about your target audience, the people you have to take with you. You have to create a vision that the people you lead can look at and say: 1. I understand it; 2. I know that my customers or the people we need to win over will like it; 3. I can get excited about it; I can make it happen." - David Novak

August Meeting:

- Share People Insights in LDTs
- Your Leadership Style (transformational vs. transactional, challenge & support)
- Leaders You Admire debrief
- Introduce Strategy & Vision
- Exercise: Communicating a vision through storytelling

Online Activities:

By September 1:

Complete the future-back tool (p. 114)

Emotional word picture tool & powerful language exercise

Reading: Chapters 6-9 in *Taking People With You*

By September Meeting:

Discussion Question #4: The Power of Visionary Leadership

Complete strategy and personalized vision for your team or organization

September – Create a Culture of Recognition

“Recognition works for the leader of a small team just as well as it does for the chairman of a large enterprise. It works for an individual who isn’t in a leadership position at all. It works outside of business for parents, teachers, community groups, sports teams, and everyone else. The important thing to remember about recognition is that it’s simply good for people—all people—no matter who they are, what they do, or where they come from.” – David Novak

September Meeting:

- Share Leaders You Admire in LDTs
- Introduce Strategy & Vision

Online Activities:

By October 1:

Exercise: Create a creative recognition award for your organization or team

Complete the Insights and Actions exercise (p. 204)

Reading: Chapters 10-14 in *Taking People With You* & excerpts from *O Great One!* (posted on learning site)

By October Meeting:

Discussion Question #5: The Power of Recognition

October – Team Building and Graduation

“Everyone has the power to be a leader but it’s important to realize that you can’t achieve anything big in life if you try to do it alone, you need to take people with you. We all need people to help us along the way.” – David Novak

October Meeting:

- Reflections on Big Goals and personal leadership growth
- TBD Leadership workshop led by Novak Leadership Institute staff/faculty
- Skype session with David Novak

Online Activities:

Download Online Certificate of Leadership (CEU through Mizzou Extension)