

CREATE A CUSTOMIZED APPROACH TO LEADERSHIP DEVELOPMENT

*You know you need more people
practicing leadership within your
organization. But where do you start?
KLC has taken care of the guesswork.
Use proven and tested methods to
move forward on daunting challenges
or seize big opportunities.*



**KANSAS
LEADERSHIP
CENTER**



The benefits of a custom designed KLC experience for your organization:

Your Place or Ours

Organization determines dates, times, location and its participants. We're happy to host a full-service event at the Kansas Leadership Center, or we can work on-site or virtually. This flexible scheduling affords your organization proprietary discussions.

Branded Materials

The KLC framework with your logo and branding on specific materials.

Immediate Application

Not only will your employees gain new skills, they immediately apply them to individual or organizational challenges. Many options below involve KLC helping your organization name challenges creating barriers to progress. We'll use these challenges live in the room, creating immediate experimentation on the stuff that matters.

We're Ready When You Are

The menu of options below are backed by a teaching team ready to get to work. We've designed, tested and used everything on this menu to help organizations like yours grow, solve problems faster, and improve company culture. And we have team members ready to get to work quickly.

Move at Your Own Pace

If you're looking for a simple starting point, consider the **Grow Individual Capacity** options. If you're looking for a longer relationship with deeper impacts, consider options from our **Tackle Tough Challenges** and **Shift Organizational Culture** menus. No matter where you start, consider these options the building blocks to a long-term strategy to infuse leadership in your culture.

A Proven Framework that Adapts to You

Do you have past leadership initiatives or problem solving techniques that are already embedded in your culture? The KLC framework relies on the belief that no matter your role in the organization, you have a role to play in making progress. This commitment to train the many instead of the few at the top means we're happy to integrate your culture, language and past endeavors into our work.

We work with you as a partner dedicated to building your organization, not our brand.

Looking for something you don't think we've captured on this list?

We're Innovators at Heart

We have more than a decade of experience designing some of the most innovative leadership experiences in the world! Just ask some of our partners! All of the items on this list below started as innovations designed to meet the needs of a new partner. Let's design a process and project that leads to the progress you're looking for.

Grow Individual Capacity

CREATING A CULTURE OF
LEADERSHIP BEGINS
WITH INDIVIDUAL CHANGE.



*Are you looking to introduce a proven leadership framework to your employees?
Our KLC teaching team can provide an energetic, thought-provoking session to your group.*

When Everyone Leads

Tough challenges are all around us. They can seem unsolvable, unreachable and beyond our ability to grasp what needs to be done. For an organization to begin seeing and solving its toughest challenges, starting with the mindset is a must. More employees need to see leadership differently and to self-authorize themselves to act on identified adaptive challenges. Choose the When Everyone Leads program to set the foundation for a culture shift within your organization.

**1/2-DAY OR 1-DAY PROGRAM
IN-PERSON OR VIRTUAL**

Foundations of Leadership

While the When Everyone Leads program focuses on shifting one's mindset, this next level of programming focuses on the toolset individuals need in order to make progress on adaptive challenges. Set aside a half-day or full-day to begin the work of empowering your organization to lead differently. KLC will create an interactive experience that introduces individuals to dimensions within the leadership framework and leaves them ready to apply the new tools to their everyday work immediately.

**1/2-DAY OR 1-DAY PROGRAM
IN-PERSON OR VIRTUAL**

Customized Your Leadership Edge

Anyone can lead, anytime, anywhere. The Your Leadership Edge program helps participants shift the way they manage themselves and mobilize others. The experience will not only sharpen their interpersonal skills, self-awareness and confidence with colleagues, it will support new ways for communicating, solving problems and leading more effectively back in their context. Your Leadership Edge incorporates frequent small group time, allowing participants to apply KLC concepts to their own challenge and, in return, support and challenge fellow small group members to apply KLC concepts to their personal challenge.

2-DAY IN-PERSON PROGRAM

Up to 150 participants hosted at the Kansas Leadership Center or your chosen site

2-DAY VIRTUAL PROGRAM

Up to 250 participants hosted on Zoom and managed by a KLC Tech Team

"The training and development that I received through KLC has transformed how I approach the management of programs and projects, people and processes. KLC's adaptive leadership principles enable leaders spanning all stages of their careers to deepen their leadership wisdom, and to scale best practices throughout an organization."

ALLAN T. GROHE JR.

Knowledge Manager Silicon Valley
Technical Support Organization

Grow Individual Capacity

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Individual Leadership Coaching

Your employees have the knowledge and expertise to move your organization forward. With the help of a KLC coach, the right question at just the right time can unlock that potential quickly. Use our International Coach Federation (ICF) certified team to help someone in your organization find greater purpose, enhance performance and make more progress toward their goals.

6 SESSIONS

Minimum Coaching Contract

360 Leadership Assessment & Coaching

Leadership 360 Assessments help individuals focus on three key things: knowing how you are experienced or perceived in your role by others, identifying where your interpersonal and professional skills are enhancing or detracting from your greatest success, and measuring progress on your intentional skill development and goals over time. While many 360 assessments are administered electronically and are based on ratings of behaviors, this 360 Assessment is administered through an interview format and revolves around KLC's adaptive leadership framework with a certified KLC coach involved every step of the way.

9-12 MONTH ENGAGEMENT

This coaching engagement includes:

- 6, 1-hour coaching sessions
- 5, 30-minute interviews
- 360 Assessment Report and debrief
- Individual Development Plan
- Summary Report at end of engagement



Tackle Tough Challenges

EMPOWER YOUR TEAMS WITH
A PROVEN LANGUAGE AND
APPROACH TO LEADERSHIP



*Are you facing a specific business challenge that requires a different approach?
Do you have managers and individuals who could benefit from targeted training relating to your organization's challenges? Let KLC design a custom training experience for your organization.*

Breakthrough Leadership Program

Research study findings from KLC's Third Floor Research indicates that to get more people using leadership skills to make progress, they need multiple doses of leadership development to create lasting behavior change. With this research in mind, KLC would provide a multi-session program that introduces the KLC leadership framework within the context of a specific leadership challenge at the organization. Participants would also complete a learning and working style inventory assessment and utilize customized materials to guide and track their learning. The program is then followed by three, 90-minute application sessions to solidify the learning and increase the chances of progress being made.

3-DAY PROGRAM OR 6 HALF-DAY PROGRAM IN-PERSON OR VIRTUAL

Up to 40 participants per cohort

Two days consecutively, followed by several weeks to practice new skills and a final session for accountability and applying ideas to individual challenges.

Team or Group Coaching

Coaching provides a safe place and trustworthy process for teams or groups to work through difficult situations and/or seize opportunities by applying leadership skills and knowledge in real time. The KLC coach will provide 6, one-hour coaching sessions to help the team or group:

- diagnose the places where they feel most stuck,
- explore ways to move challenges and people forward,
- engage others in a healthy, trustworthy manner,
- identify potential opportunities that need skillful interventions,
- manage themselves in the midst of uncertainty and conflict.

6 SESSIONS OVER 3-6 MONTHS

Minimum Coaching Contract

A KLC coach will provide team coaching to an existing team that shares a team challenge, and group coaching to a group of individuals with individual challenges.

Bridging the Gap

Organizations of every size will inevitably face challenges and opportunities with no clear steps on how to move forward. To help add clarity and direction, KLC will facilitate a training for teams or organizations looking to diagnose and understand their biggest challenges and imagine new ways to move forward. The gap conversation will focus on elevating a range of aspirations, exploring concerns about the team's current situation, and articulating what makes it difficult to bridge the gap between the current reality and stated aspirations. After the facilitated gap conversation, KLC will produce an executive summary for the partner, containing analysis on the gap conversation and recommendations regarding capacity building and experimentation for progress. This process also includes a debrief of the executive summary virtually.

1/2 DAY SESSION, IN-PERSON OR VIRTUAL

Core team of 5-10 individuals who share collective work or challenges. May be combined with additional Foundations of Leadership sessions to create a full-day experience.

Shift Organizational Culture

TO CREATE A CULTURE
OF LEADERSHIP,
TRAIN THE MANY,
NOT THE FEW.



Anyone can lead, anywhere, anytime. Infuse and practice this thinking system-wide. Facilitation experiences designed for organizations looking to embed leadership into their company culture.

Leadership Architecture

In the same way that architects draft blueprints when designing a new house or building, KLC and organization will intentionally create space to envision key strategic interventions and approaches for building the leadership capacity of employees at every level. Imagine a set of 3-4 intentional meetings that help KLC and organization align on leadership language, outcomes and strategy for the partnership. By the end of this work, it should be clear how the values and aspirations of the organization are built into the KLC leadership engagements.

Organizational Impact Roadmap

Your organization has a mission and vision, but have you named the impact you want to have and the resources and strategies needed to get there? Businesses and non-profits that get clear on how their resources and strategies clearly flow toward their desired impact make more progress and create a more committed employee or volunteer base. In this facilitated session, KLC will walk you through the creation of a roadmap that will create a clear purpose and direction for your organization. While this isn't strategic planning, the end product of this experience will help you better tell those within your organization, and those outside, what the collective work is for all involved.

1/2 DAY SESSION WITH YOUR EXECUTIVE TEAM

Must follow an initial KLC experience: minimum requirement is a 1-day training scheduled prior to this session.

Leadership Development Path

At KLC we know that when everyone leads the toughest challenges get seen and solved. Research findings from KLC's Third Floor Research indicate multiple doses of adaptive leadership engagements are necessary and that over time, continued space to train and practice adaptive tools leads to culture change. Below is a description of a generic leadership development path for organizations:

- **When Everyone Leads Program:** For an organization to begin seeing and solving its toughest challenges, starting with the mindset is a must. More employees need to see leadership differently and to self-authorize themselves to act on identified adaptive challenges. KLC recommends the When Everyone Leads program to set the foundation for a culture shift within the organization.
- **Your Leadership Edge Program:** Those who want to advance to the next stage of development will focus on the toolset individuals need in order to make progress on adaptive challenges. The 2-day Your Leadership Edge program introduces individuals to the KLC framework and equips them with a set of tools to lead more effectively.
- **Breakthrough Leadership Program:** Once the KLC Framework begins to saturate the system, it's important to support application at a higher level. The 3-day Breakthrough Leadership program will help participants see pathways to put learning into action around specific challenges at organization.
- **Make Leadership Less Risky Session:** KLC research suggests increased title and role requires a different shift in engagement that helps those with a high level of authority support others using the ideas, maybe even more so than putting the skills and behaviors into action. KLC recommends a 2-hour Make Leadership Less Risky session tailored to how executive team members can support innovation and experimentation at organization.

COURSE FEEDBACK FROM +700 PARTICIPANTS

98%
Effectiveness

agree that their KLC experience will
help them make more progress on
work challenges

Shift Organizational Culture

TO CREATE A CULTURE
OF LEADERSHIP,
TRAIN THE MANY,
NOT THE FEW.



LEADership Coaching Program

Acts of leadership are more likely to happen in an environment where relationships between managers and direct reports are strong and productive. Having basic coaching skills will help them handle employee relations, navigate tough conversations, give the work back and see every conversation as an opportunity to empower and develop direct reports. Coaching—by managers—helps employees navigate both technical and adaptive aspects of their role. Coaching is also useful in peer relationships as a process for supporting one another to exercise more leadership and successfully address adaptive challenges at organization. Participants who bring coaching skills and a shared set of leadership competencies to their conversations with direct reports will be well-poised to help their employees acknowledge barriers, set goals and identify ways to grow and develop within their role.

3-DAY PROGRAM, IN-PERSON OR VIRTUAL

Up to 40 participants per cohort

Equip the Champions

After KLC has facilitated multiple experiences for your organization, you'll start to see individuals energized to champion these ideas and spread KLC's leadership framework throughout your organization. Developing the skills of internal champions is a crucial step in this journey and will contribute to your organization's efforts to infuse a growth mindset at all levels. This facilitated experience creates practice space for your participants to begin teaching the KLC framework within your context. Build the long-term capacity of your organization to infuse the ability of all employees to lead anywhere, anytime. You'll have a team trained and ready to onboard new employees, teach ongoing continuing education programs, and move groups forward on specific challenges. And the KLC teaching team will always be behind this group ready to support their work moving forward.

4-6 MONTH ENGAGEMENT

Up to 25 individuals who have participated in a previous KLC program.

We Know Our Programs Work

FIRST, THEY FOSTER TRUST.

"Elevating trust is critical. We can't succeed without it."

Vice President and General Manager, Participating Company

SECOND, THEY CREATE A COMMON LANGUAGE THROUGHOUT THE COMPANY FOR LEADERSHIP AND PROBLEM SOLVING.

THIRD, THEY BUILD A PROCESS TO DEVELOP SKILLS AND CAPACITIES OF HUNDREDS OF TEAM MEMBERS, TEACHING THEM THE ACTUAL TECHNIQUES FOR TAKING SMART RISKS.

*Targeted research conducted by Kansas Leadership Center
- feedback from over 200 Global Participants*

Asynchronous Support



KANSAS
LEADERSHIP
CENTER

Custom Research Projects

Are you curious about the impact leadership development is having within your organization currently? Do you want to understand the connection between leadership behaviors and your company? Would you like to link high-quality research to a new leadership initiative? Pair a custom research study with any of the longer form experiences above, or we can create a research study around non-KLC leadership initiatives. This custom project is managed every step of the way by Third Floor Research, a division of KLC. This large-scale, multi-partner research program exists to foster innovation on how leadership is exercised and how leadership capacity is developed in others.

6-8 MONTH PROCESS

Your Leadership Edge Online

Get to the next level with a **yourleadershipedge.com** subscription. A great way to keep the framework alive in between or after trainings, this online KLC experience teaches our proven leadership skills in an easy-to-engage portal. Third party research of our custom programs shows that the more ways your organization engages, the more likely the KLC framework will become a regular part of your work that leads to progress and problem solving

Your subscription gives you access to:

YLE LEADERSHIP ASSESSMENT

Reveals participants strengths and weaknesses within the YLE framework.

CUSTOMIZED PATHWAYS

A customized pathway will be created for participants based on the results of their assessment, guiding them to courses that will help them most.

GREAT TEACHERS / GREAT SKILL LABS

25 recorded video courses led by skilled YLE teachers, includes participant reflections and feedback from YLE teachers.

RICH LIBRARY OF LEADERSHIP CONTENT

100+ pieces of accessible leadership content completely focused on the core Your Leadership Edge framework.

ACCOUNTABILITY/YLE EXPERIMENTS TOOL

Participants develop smart experiments and clear next steps, and can choose accountability partners to ensure follow through.

YEARLY AND MONTHLY SUBSCRIPTIONS AVAILABLE

The KLC Store

The more people who learn to practice and apply the KLC competencies and principles, the faster you accomplish your goals. The KLC Store allows you access to our extensive library of content, resources, tools and packages to equip you to continue to develop leadership skills in yourself and others. Our resources will help you continue to lead and inspire others toward meaningful action beyond the trainings.

Purchase any of our resources to use in your organization, classroom, small group, or one-on-one coaching session. At **kansasleadershipcenter.org/klcstore/** you'll find:

HIGHLY-PRODUCED VIDEOS

WORKBOOKS AND WORKSHEETS

CASE STUDIES WITH FACILITATION GUIDES

SMALL GROUP TRAINING PROCESSES

LEADERSHIP DEVELOPER RESOURCES

PRINTED LEADERSHIP BOOKS & CURRICULUM

Visit kansasleadershipcenter.org/klcstore/ for pricing and product explanations.

Application Sessions

Maximize your KLC training experience by creating built-in practice sessions for your participants. Following Foundations of Leadership, Breakthrough Leadership, or another customized training, invite your cohort to begin experimenting with a set of 90-minute application sessions. At monthly intervals, KLC teachers will use the Observation-Interpretation-Intervention (OII) model to help participants get into a rhythm of adaptive experimentation. Facilitators will use tools such as the Productive Zone of Disequilibrium, Faction Mapping, Purpose Chart, etc. to help participants make progress. The purpose of these sessions is to create heat and accountability to help smart experimentation become a norm and deepen KLC learning within the organization. KLC recommends at least three application sessions as an add-on to your training experience.

Ready to get started?

LET'S CREATE A CUSTOM APPROACH
FOR YOUR ORGANIZATION.

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