



Distinctive Leadership

Leadership is the most significant factor in determining the competitive advantage of your organization.

When leaders understand the role they play in driving performance, they can create the kind of results that propel your organization to the top. But they can only do so if they understand that leading isn't a side job, it's THE job. And the scope of that job is broad. It not only demands continual personal development, but requires the ability to connect with others, inspire high performing teams, and drive enterprise accountability.

Distinctive Leadership is a senior-level experience designed to unleash the strategic advantage of leadership. This highly experiential journey includes assessments, executive coaching, an engaging and interactive experience, and ongoing peer cohort coaching to create a sustainable shift in leadership capabilities. Using this comprehensive approach, participants will be asked to continually examine, improve and take ownership for how they are showing up as leaders on both an interpersonal and organizational level.

Based on the book *Distinctions: 52 Lessons in Leadership* by executive coach, strategist, and consultant, Mark Smith, this powerful experience presents many opportunities to create dramatic shifts in how participants view themselves and their role as leaders.

The Journey

The Distinctive Leadership journey explores leadership across four levels: self, individuals, teams and enterprise. This perspective gives leaders a line of SITE into what it takes to be a high performing leader. Leader of:

- **Self** - begins the journey by shifting mindsets, removing self-limiting beliefs, and helping leaders understand their personal brand.
- **Individuals** - is about inclusion, the importance of trust in relationships, and the role of emotional intelligence.
- **Teams** - emphasizes the critical skills needed to create an environment that encourages agility, high performing teams and a culture of candor, collaboration and accountability."
- **Enterprise** - introduces key competencies that will enable individuals to 'lead big'! Leading big is about: demonstrating courage, being a multiplier, developing cultural advantage, thinking differently, communicating with clarity and purpose, being agile and resilient and focusing on what really matters.



Outcomes include:

- Reinforcement of a culture of growth, inclusion, agility and resilience.
- Commitment to creating opportunities for others.
- Heightened focus on what really matters.
- Creation of competitive advantage through leadership
- Development of a high-performance culture
- Strengthened trust to drive personal, team, and organizational performance
- Stimulation of a candid and open environment for collaboration
- Alignment of teams around a common vision
- Empowerment of leaders at all levels, along with a sense of ownership and accountability
- Enhancement of professional presence, impact, and influence

The Experience

Pre-work: Distinctive Leadership includes two pre-work assessments: The High Performance Leadership Assessment and the High Performance Team Assessment.

Pre-Session Coaching Call: A pre-session coaching call provides insight into each leader's background, personal beliefs about leadership, and personal leadership goals.

Experiential Session(s): The experiential sessions bring leaders together to shift their mindsets and develop strategies to enhance their leadership. Participants initiate the process of creating accountability partners with the colleagues who will support them on their journey.

Cohort Coaching: A series of facilitated coaching calls in small carefully selected peer groups help leaders further explore the four mindsets embedded in the program (SITE - Self, Individuals, Teams, Enterprise). The cohort coaching experience is a powerful way to make the learning sustainable and create a supportive network at work.

Capstone Event: A virtual capstone event brings the larger group back together to review and synthesize the learnings from their journey. Leaders will be challenged to continue their peer collaboration and to cascade the learning to the broader organization.



Tap
into our
expertise

Case Study:

Distinctive Leadership has been deployed around the globe with organizations in the biopharmaceutical, consumer products, financial services, and other industries. When a major biopharma company wanted to elevate the strategic leadership of their experienced leaders, Distinctive Leadership played an important role. The company underscored that the investment in each person's leadership was designed to maximize the impact for them personally while driving higher-performing teams. Participants indicated, "real shifts in capability and courage" and "a radical shift in playing a leadership role, versus simply managing."

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Since the session, I have made progress on moving from 'get it done myself' to trusting others and asking questions. I'm getting fewer questions from the team about 'how do I do it,' which is leading to their increased performance and satisfaction with no big mistakes. It's leaving me more time to do more strategic things.

••• For more information on Distinctive Leadership, visit gpstrategies.com.



gpstrategies.com

1.888.843.4784

info@gpstrategies.com

GP Strategies World Headquarters
70 Corporate Center
11000 Broken Land Parkway, Suite 300
Columbia, MD 21044 USA

