

Developing Leaders for Life© *Fanning the flames of potential.*

Developing Leaders for Life© (DLL) is an integrated leadership development and coaching curriculum that focuses on tapping into the leadership capacity within each individual.

This is done through a series of workshops supplemented by personalized coaching with a professional certified trainer. While the program can be tailored to your specific needs, here's a look at what's offered.

Workshop Series

0. **Intentional Leadership** – develop your leadership around a set of intentions and core values.
0. **Effective Communication** – deepen your listening skills and acquire more tools and strategies to enhance your communication.
0. **Intercultural Diversity** – strengthen your leadership by embracing your work and team with an intercultural perspective.
0. **Identifying and Using your Strengths** – get to the essence of your best leadership by understanding your own strengths.
0. **Group Development and Conflict Management** – bring out your best work through system awareness and centering.
0. **Transitioning/Goal Setting** – translating this work into real world application.

Coaching

Coaching is the key for authentically integrating the information learned from the workshops with real-life applications. It offers participants the opportunity for deeper insight – exploring how we as individuals are connected to the great community of learning – and encourages accountability as the concepts are genuinely cultivated and practiced.

6 – 8 coaching sessions are provided over a six-month period. Peer coaching and developing peer relationships can also be integrated into the curriculum.

Developing Leaders for Life© provides:

0. **Innovation** – DLL takes away the textbook, creating an experiential, hands-on learning environment that takes you out of the traditional classroom.
0. **Adaptability** – We adapt to the needs, interests, and abilities of your people.

- 0. **Flexibility** – We create the space and timeline that works for you.
- 0. **On demand** – We apply the concepts within the context of your organization.
- 0. **Compassion** – The opening of hearts has to be authentic. We take that first step by fostering a way of being that places a human hand on both the facilitation and participation.
- 0. **Personalization** – Developing a leader begins with the individual. Participants gain a deeper self-awareness within the framework and context of leadership.
- 0. **Responsibility** – Through coaching and community, we establish an atmosphere of accountability as your people engage in the responsibility of leadership roles.
- 0. **Results** – Your people will experience transformation as they genuinely become aware of their true capacity to be a leader.
- 0. **Ripple Effect** – The investment you make today, will positively impact the world tomorrow.

Testimonies

Here are some direct evaluation comments from previous participants:

“I am such a stronger leader and more confident person both professionally and personally because of this training. I was able to really reflect upon my own beliefs, values and strengths and understand how that makes me unique and a leader. I don't have enough good words in my vocabulary to express how much this series impacted me.”

“I learned a lot about my personal and professional strengths and capacity through the Strengths and Intercultural Competency assessments. As a leader, being able to easily identify your strengths really helps you be able to identify strengths in others. It also helps you see strengths you maybe wouldn't have labeled as strengths before.”

“Personal strengths helped me to view my capacity as a leader in a positive way. It also helped me to realize how crucial it is to team with people having strengths I lack to effectively do a project.”

“Homework and action steps were an invaluable component of my transition planning. I was able to approach my VISTA duties with greater perspective and stronger resolve as a result of coaching. It was also useful to have a confidential space in which to discuss more difficult aspects of my VISTA year.”

“The coaching session enabled me to refresh and energize to achieve my goals.”

“Throughout all of the Leaders for Life trainings, I was able to learn new things about myself, learn new things about others, and gain knowledge and skills about how to make the most productive and compassionate environment. I think the Leaders for Life series played a big part in why I had such a great year.”

Our Team

[Northway Group \(link to About Us\)](#) and [Compassionate Response to Conflict \(link to Scott's website\)](#), provide a team of highly qualified and experienced certified professional coaches and trainers in the fields of organizational and leadership development, conflict resolution, and leadership effectiveness.

Contact us today!

To learn more about Developing Leaders for Life© and how you can bring it to your organization or community, send us an email at: gary@northwaygroup.com.

Creating Developing Leaders for Life©

The idea for DLL surfaced about three years ago at a leadership development training where Gary Dietrich and Scott Seagren first met. They shared a steadfast belief that recognizing and cultivating people's potential would lead to a ripple effect that would greatly impact our world.

Chris Fastner of the Initiative Foundation was also a believer. Through his work with the VISTA program volunteers in Central Minnesota, he knew anecdotally that the majority of VISTA participants eventually stepped into leadership roles within the non-profit sector. He believed that beginning the process of developing leadership earlier would create an even greater impact.

The team worked together to design and provide the first Developing Leaders for Life© program.

The "stake" or mission statement that evolved and provided direction for DLL in the context of the VISTA program became:

"We believe that each VISTA member has unique strengths and abilities for service as a leader; as they are more fully realized, each individual will positively impact their organization, their community, and the world."

Since 2008, the DLL program has provided a year of support that complements the year of VISTA service for Volunteers in Central Minnesota. DLL both challenges and enhances participants' contribution at their work sites and, just as importantly, their personal growth as leaders. VISTA members that have participated in the DLL program have described the experiential support as both life changing and as defining in terms of their commitment as a leader.

NorthWay Group would be pleased to customize a curriculum around Developing Leaders for Life© for your organization!

What is VISTA

[VISTA \(link to VISTA website\)](#) (Volunteers in Service to America) is a program that was initially launched as a part of the war on poverty in the 1960's as a way of engaging committed individuals to volunteer a year of service to support organizations that are committed to reducing poverty. Sometimes referred to as the "domestic Peace Corps", VISTA is having a substantial impact in creating sustainable change and countering the issues of poverty.

Claim the potential for the impact you can have on the world.

Believe in the impact you can have on the world.