



KLI 2.0 introduces the next progression of leadership development. Why now?

According to the Gallup State of the Global Workplace 2023 Report:

- The manager (leader) is the linchpin of engagement. Seventy percent of team engagement is attributable to the manager. But many or most of your managers are leaving and taking new jobs. They are waiting for the tools to build great teams.

Gallup's The 6 Workplace Trends Leaders Should Watch in 2024 indicates only 23% of U.S. employees strongly agree that they trust the leadership in their organization.

Deloitte's 2024 Global Human Capital Trends 42% of leaders lacked the ability to provide an organizational purpose and mission the workforce cares about.

Based on insights from over four thousand employees in Wiley's study State of Teams in January and February of 2021, Wiley polled 4,000 individuals across industries, finding:

- Employees are struggling to connect and communicate with colleagues
- 7 of 10 respondents say they are working to maintain a sense of camaraderie with their teammates.
- 67% report feeling isolated from their team
- 49% feel out of the loop with what's happening on their team or organization.

Lastly, according to the U.S. Surgeon General's Advisory on the Healing Effects of Social Connection and Community, beyond direct health care spending, loneliness and isolation are associated with lower academic achievement and worse performance at work.

This power packed two day workshop will help you engage your organization as an effective member of your leadership team, building a productive cohesive team environment, and challenging your own strategic thinking and critical decision making criteria. Below is more details about each workshop session.

- **Building Great Teams** - What defines a remarkable team? Enhance the teamwork culture by exploring leadership skills as a team member. You will take a Five Behaviors of a Cohesive Team, personal assessment prior to this session. based on Patrick Lencioni's book The Five Dysfunctions of a Team. This workshop's personal growth aspect assists leaders in gaining insights into themselves and others, empowering you to foster and demonstrate effective collaboration within any team.
- **Leading Through Change:** Navigate your teams through a landscape of Volatility, Uncertainty, Complexity, and Ambiguity amidst an unprecedented pace of change. Discover how to lead through constant shifts by employing strategic methods to foster adaptability, resilience, and transformation.

- **Leadership Decision-Making:** Leaders are depended upon to make vital decisions. Dive into this session and explore several cognitive decision-making models to enrich your strategic leadership skills. Gain a versatile toolkit, mastering rational analysis, intuitive insights, and collaborative approaches for effective decision-making in diverse scenarios.

Day 1, Afternoon Session *“Talent wins games, but teamwork and intelligence win championships.”* Michael Jordan. In today's modern workspace, it is essential to possess traits that make you a proficient team player. This session will cover the crucial behaviors required at all organizational levels to build and foster great teams. You will learn skills that will allow you to pass on this knowledge and demonstrate these behaviors within your team(s), enabling them to establish coherence and achieve results quickly.

This session is centered around the Five Behaviors of a Cohesive Team and is customized to assist individual leaders in implementing the insights gained from this program within the teams they lead and influence. This program will provide you with impactful principles, skills and tools and to shape behaviors, establish a common language, and promote a culture of teamwork that empowers individuals to redefine collaborative work.

Day 1, Evening Social: Step into an enriching experience from 5:00 PM to 7:00 PM at Burano's Wood-Fired Pizzeria of Hallowell where you will engage in meaningful connections with fellow 2.0 industry leaders. Gain invaluable insights into the dynamic landscape of leadership across area businesses as you delve into the challenges and opportunities shaping your roles today.

Day 2, Morning Session 1: Living in a VUCA world means dealing with volatility, uncertainty, complexity, and ambiguity in our daily lives. Guiding your teams through this ever-changing landscape requires a strategic approach to cultivate adaptability, resilience, and transformation. It compels teams to welcome change, learn from setbacks, and innovate when faced with challenges.

During this session, we will explore the ongoing changes in our environment. You will have the chance to create a strategy for implementing and navigating a change that is either in progress or planned, and leave with a toolkit to support your team, stakeholders, and organization through operational and strategic transformations.

Day 2, Morning Session 2. How do you make critical leadership decisions? Cognitive models are pivotal in strategic leadership decisions, involving mental processes and structures that leaders employ to evaluate information, consider options, and determine the best course of action. These models usually combine decision-making, problem-solving, and critical thinking components.

The session aims to empower you with an in depth understanding of decision-making processes encouraging you to apply these insights in your leadership role. Ultimately, as you learn, recognize and incorporate these models you will be better prepared to make strategic decisions that align with your goals, adapt to dynamic environments, and lead your organization towards success.