

DESTINATION ELEMENT

Accelerating Focus

"The primary task of leadership is to direct attention. To do so, leaders must focus their own attention. Neuroscience shows us that we focus in many ways...drawing on different neural pathways – some of which work in concert, while others tend to stand in opposition. This is challenging. If leadership were a paint-by-numbers, great leaders would be more common."

-Daniel Goldman



Leadership Development Program

Stout's Island Lodge, WI
May 16-20, 2021



Igniting potential

Intensive leadership development program focused on self, others and full systems awareness.

Exclusive offering (up to 12 participants) with group and one-on-one coaching integrated throughout.

All-Inclusive 3-1/2 day experience at remote Stout's Island Lodge (2-1/2 hours from Twin Cities)

Change is hard...

It needs to be purposeful. Destination Element gets you out of your element so that purposeful reflection and its associated outcomes are embedded into everything you do. This makes it real and meaningful to you!

On experiential learning...

52% Percentage of C-Level executives who believe that leaders are made through experiences

and developmental opportunities.
This number increases when combined.

- American Society for Training & Development, 2013

On Coaching...

A training program alone increases productivity **28%**

The addition of follow-up coaching to the training increased productivity **88%**

- Strategy Plus Business, Issue 43, Summer 2006

On Focus/Purpose...

Do you have trouble defining your purpose or value? First, recognize that you are hardly alone.

3% Of all people have the courage to find and follow their dreams.

8% Have taken the time to define their unique leadership requirements.

- Training, 2015

Becoming a more effective leader often requires changing behavior. But although most companies recognize that this also means adjusting underlying mindsets, too often these organizations are reluctant to address the root cause of why leaders act the way they do. Doing so can be uncomfortable for participants, program trainers, mentors, and bosses, but if there isn't a significant degree of discomfort, the chances are that the behavior won't change."

- McKinsey Quarterly, 2014





TRAVEL AND ORIENTATION



ELEMENT 1



ELEMENT 2



ELEMENT 3

Sunday, May 16

Arrive

- Arrive early at Stout's to explore the island
- Welcome reception at 7pm
- Meet and Greet

Getting to know who you are spending the next days with through an intensive program is critical... and wine makes it fun!

Monday, May 17

Self as Foundation

Getting in touch with your inner voice to make better decisions and connect with your authentic self

Focusing on Self will:

- Increase self-awareness gaining deeper insight into what is helping you and what isn't and what to do about it
- Unless you really know yourself, you won't authentically show up for others

Tuesday, May 18

How Others Play a Role

Increasing your ability to understand another person's perspective – what value or purpose you really provide to them

Focusing on Others will:

- Improve the way you explain yourself in meaningful ways – a skill essential to getting the best performance from others
- Providing others what they truly need

Wednesday, May 19

Us and the World

Being purposeful about defining the conversations that open community to an alternative future

Focusing on the Wider World will:

- Improve your ability to devise strategy
- Invite innovation
- Increased ability to manage yourself and organizations



1:1 Coaching, Mindfulness, and Community

Expected Outcomes:

- Personal Business Model that connects how our self, our relationship with others, and the relationship with the world come together and translation into our purpose and value
- Personal branding profile to provide intention on how we show up in the world and connecting it to the value we desire to provide
- Enhanced appreciation of the complexity of leadership and leveraging the diversity of thought that exists around us for sustainable results

Thursday, May 20

Celebrate!

Translating self, others, and the world into an action plan that is real and relevant for each individual. Adjourn at noon.

- Connect and integrate all elements into meaningful action
- Note: Follow-up conference call 2-3 weeks after program

It is important to recognize, connect, and celebrate each other and the accomplishments of the program... there will be many things to celebrate!

