

Day 1- Sunday, May 2: “Getting to Know You”

Arrival: Participants arrive at meeting site	1:00-3:00
Introductions and welcome	3:30-4:00
Getting to know ourselves and each other	4:00-6:00
Networking reception and dinner	6:00-9:00
Evening Assignment	

Day 2 - Monday, May 3: “Why do I lead?”

Recap Day 1/Introduction to Day 2	8:00-8:15
Your role: Bringing success to the organization	8:15-8:45
Self- Awareness: Emotional Intelligence and 360 Feedback	8:45-10:45
Activity: Individual Development Action Plan	10:45-11:00
Break	11:00-11:30
Role of values in leadership	11:30-11:45
Activity: Defining leadership values	11:45-12:30
Lunch	12:30-1:15
Others/Self- Balancing demands of others while managing wellness and stress	1:15-1:45
Defining your leadership brand and vision	1:45-3:15
Break/Reflection walk	3:15-3:45
Write leadership vision	3:45-4:00
Activity: Individual Development Action Plan	4:00-4:15
Coat of Arms	4:15
Dinner	6:00
Evening Assignment	

Day 3 – Tuesday, May 4: “How will I lead others?”

Recap Day 2/Introduction to Day 3	8:00-8:15
Setting goals and managing performance	8:15-9:00
Activity: Goal alignment activity	9:00-9:30

Communication: Questions and listening skills	9:30-10:00
Activity: Active listening	10:00-10:30
Break/Reflection walk	10:30-11:00
Feedback	11:00-11:20
Activity: Delivering feedback	11:20-12:00
Lunch	12:00-12:45
Coaching: GROW model	12:45-1:15
Coaching skills practice	1:15-2:15
Break	2:15-2:45
Managing Conflict and Difficult conversations	2:45-3:15
Activity: Individual Development Action Plan	3:15-3:30
Others/Self- Balancing demands of others while managing wellness and stress	3:30-4:15
Coat of Arms	4:15
Dinner and Evening Assignment	6:30

Day 4 - Wednesday, May 5: "How will I lead teams?"

Others/Self- Balancing demands of others while managing wellness and stress	8:00-8:30
Recap Day 3/Introduction to Day 4	8:30-8:45
Business Project Team meeting: Setting goals	8:45-9:15
Emotional Intelligence: Role in leading others and teams	9:15-9:45
Techniques to motivate, retain, and engage employees	9:45-10:15
Break/Reflection Walk	10:15-10:45
Business Project Team planning	10:45-11:45
Lunch	11:45-12:45
High performing team equation	12:45-1:15
Group activity	1:15-2:15
Break	2:15-2:30
Activity: Individual Development Action Plan	2:30-2:45

Business Project Team group activity	2:45-4:30
Coat of Arms	4:30
Dinner	6:30
Evening assignment	

Day 5 - Thursday, May 6: “How will I deliver results?”

Recap Day 4/Introduction to Day 5	8:00-8:15
Project planning	8:15-9:30
Activity: Business Project Team planning	9:30-11:00
Debrief Business Project Team planning	11:00-11:45
Lunch	11:45-12:45
Group activity	12:45-2:00
Recognizing others and celebrating success	2:00-2:30
Activity: Individual Development Action Plan	2:30-2:45
Break/Reflection Walk	2:45-3:15
Balancing demands of others while managing wellness and stress	3:15-3:45
Activity: Revisit your leadership vision	3:45-4:15
Coat of Arms	4:15
Dinner	6:30

Day 6 - Friday, May 7: “Applying what I have learned”

Recap Day 5/Introduction to Day 6	8:00-8:15
Coat of Arms presentations	8:15-9:00
Business Project Team meeting and meeting with coach	9:00-10:15
Activity: Individual Development Action Plan	10:15-10:30
Wrap up and conclusion	10:30-10:45
Depart Virginia Crossings	10:45