



# Leadership Academy

*“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.”*  
– Ronald Reagan

## COURSE OVERVIEW

The mission of a leader is to bring out the best in others to achieve individual development and organizational goals. Aligning leader expectations and skills with those goals is the key to success. Bonfire is committed to that success and works closely with each client to ensure that leadership levels, competencies, and management development initiatives are all aligned with roles, responsibilities, performance expectations and desired business outcomes. Whether an emerging leader or a C-Suite leader, Bonfire has a program and/or can create the right program to meet the expectations and demands of that position.

The academy length is determined with the client and depends on the training programs, topics and competencies needed. Leadership Academies can vary from 3 month, 6 month, 9 month or 12 month programs.



*Customized with your real-world scenarios & designed to meet your desired outcomes.*

# LEARNING OUTCOMES

Based on the selected content, this Academy will:

- (b) Enhance Communication**  
Improve efficacy, consistency, clarity and delivery of all communication with direct reports, within departments, and to other peers and company leaders. Improves ability to handle tough conversations.
- (b) Develop Self and Others**  
Focus on developing leaders one conversation at a time, while sharing power, putting the needs of others first, and helping others develop and perform as highly as possible.
- (b) Improve Feedback (Delivery, Effectiveness and Consistency)**  
Provide specific, clear and timely feedback that promotes progress as well as team member development and growth.
- (b) Create, Enhance and Maintain Trust**  
Exemplify competence and character for relationship management and set expectations of behavior in teams, which will strengthen trust.
- (b) Motivate for High Performance**  
Engage and inspire individuals to be willing to hit goals and spend discretionary effort to show commitment to the purpose of the organization.
- (b) Manage Self and Others**  
Recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships.
- (b) Cultivate Culture and Morale**  
Attentive and focused action on the quality of the work environment and the influences that guide daily behavior and activities.
- (b) Drive Results**  
Focus action on results that are aligned with business goals.



# POPULAR LEADERSHIP ACADEMY CONTENT

Agile Leadership  
Better Relationships through DISC  
Bias in the Workplace  
Coaching and Feedback  
Conflict Management  
Emotional Intelligence  
Generations in the Workplace  
Leadership Development Essentials (with CSE only)

Presentation Skills  
Purposeful Accountability  
The Five Behaviors of a Team  
Ken Blanchard - Building Trust  
Ken Blanchard - Management Essentials  
Ken Blanchard - Self Leadership  
Ken Blanchard - SLII Concepts  
Ken Blanchard - The SLII Experience



Contact us to explore how we can meet your training goals!  
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# Leadership Academy Example Agendas

## 3-Month Leadership Academy Plan

| Potential Timeline | Learning Activities, Workshop Curriculum, Progress Reports                        | Curriculum Overview  | Leadership Competency Mapped to Learning  |
|--------------------|---|--|---|
| August             | <b>Emotional Intelligence</b>   | Emotional Intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships.  | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Enhance Communication</li> <li>• Motivate High Performance</li> </ul>                             |
| August             | <b>Leadership Foundations</b><br>(Custom Course Created for Client)               | Being a great leader means being a good coach, engaging your employees, being able to think strategically, and much more. This program will define the role of a leader and create foundational skills that can be built upon throughout the rest of the program.  | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Develop Self &amp; Others</li> <li>• Drive Results</li> <li>• Manage Self &amp; Others</li> </ul>  |
| September          | <b>Situational Leadership® II Concepts</b>  | Situational Leadership® II is the world's most taught leadership model because works! It sets leaders up to be able to individualize development of their team members. Execution of Situational Leadership II involves the compilation of skills in the previous workshop to diagnose and apply concepts. | <ul style="list-style-type: none"> <li>• Develop Self &amp; Others</li> <li>• Drive Results</li> <li>• Manage Self &amp; Others</li> <li>• Motivate High Performance</li> <li>• Organizational Change &amp; Process Improvement</li> </ul>                                |
| September          | <b>Employee Engagement &amp; Motivation</b><br>(Custom Course Created for Client) | Employee Engagement is based on trust, integrity and communication and is about positive attitudes and behaviors that lead to improved business outcomes. Happier employees equal more satisfied customers, with the ultimate results being better business performance.                                   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Drive Results</li> <li>• Manage Self &amp; Others</li> <li>• Motivate High Performance</li> </ul> |
| October            | <b>Coaching &amp; Feedback</b>  | Equipping leaders to recognize differences between coaching conversations and delivering feedback, as well as how to use productive techniques that motivate team members.   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Enhance Communication</li> <li>• Manage Self &amp; Others</li> </ul>                              |
| October            | <b>Conflict Management</b>  | Conflict Management relies on a leader's ability to be empathetic which is at the heart of emotional intelligence.   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Drive Results</li> <li>• Organizational Change &amp; Process Improvement</li> </ul>  |



# 6-Month Leadership Academy Plan

| Potential Timeline | Learning Activities, Workshop Curriculum, Progress Reports | Curriculum Overview   | Leadership Competency Mapped to Learning   |
|--------------------|--|---|--|
| April              | <b>Emotional Intelligence</b>                              | Emotional Intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships.                         | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Enhance Communication</li> <li>• Motivate High Performance</li> </ul>                          |
| May                | <b>ACTION LEARNING</b>                                     | Activities, practices, reflection and personal learning points are used to accelerate transfer of learning from the previous workshop(s) into the workplace.  | Mapped to the competencies in the previous workshop(s).  |
| June               | <b>Coaching &amp; Feedback</b>                             | Equipping leaders to recognize differences between coaching conversations and delivering feedback, as well as how to use techniques that are productive and motivating for team members.                      | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Enhance Communication</li> <li>• Manage Self &amp; Others</li> </ul>                           |
| July               | <b>ACTION LEARNING</b>                                     | Activities, practices, reflection and personal learning points are used to accelerate transfer of learning from the previous workshop(s) into the workplace.  | Mapped to the competencies in the previous workshop(s).  |
| August             | <b>Agile Leadership</b>                                    | Assessing the ability of leaders to be agile as well as define advantages and behaviors of a growth mindset, vulnerability, visibility, transparency, and other crucial aspects of leading during VUCA times. | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Manage Self &amp; Others</li> <li>• Organizational Change &amp; Process Improvement</li> </ul> |
| September          | <b>ACTION LEARNING</b>                                     | Activities, practices, reflection and personal learning points are used to accelerate transfer of learning from the previous workshop(s) into the workplace.  | Mapped to the competencies in the previous workshop(s).  |

# 9-Month Leadership Academy Plan

| Potential Timeline                     | Learning Activities, Workshop Curriculum, Progress Reports                        | Curriculum Overview  | Leadership Competency Mapped to Learning  |
|--|---|--|---|
| February<br><i>No March Training</i>   | <b>Better Relationships through DISC</b>  | The self-awareness gained in this workshop provides leaders with insights to build trust.  | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Motivate High Performance</li> </ul>  |
| April                                  | <b>The Five Behaviors of a Team</b>   | Based on Patrick Lencioni's work "The Five Dysfunctions of a Team", this workshop reveals the five critical fundamentals of high performing teams and promotes different thinking about each. Using powerful exercises, your team will have an in-depth understanding of the model and techniques in order to become a truly cohesive and productive team. | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Manage Self &amp; Others</li> <li>• Motivate High Performance</li> </ul>                          |
| May<br><i>No June Training</i>         | <b>Bias in the Workplace</b>  | Bias is a consuming and sometimes polarizing word that can be a difficult topic to discuss – especially in the workplace. The goal of this training is to begin to open up the conversation, give a common language and allow a safe place to be introspective and understand where we are personally on the path to impartiality.                         | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Enhance Communication</li> <li>• Organizational Change &amp; Process Improvement</li> </ul>       |
| July                                   | <b>Employee Engagement &amp; Motivation</b><br>(Custom Course Created for Client) | Employee Engagement is based on trust, integrity and communication and is about positive attitudes and behaviors that lead to improved business outcomes. Happier employees equal more satisfied customers, with the ultimate results being better business performance.   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Drive Results</li> <li>• Develop Self &amp; Others</li> <li>• Manage Self &amp; Others</li> <li>• Motivate High Performance</li> </ul> |
| August<br><i>No September Training</i> | <b>Coaching &amp; Feedback</b>  | Equipping leaders to recognize differences between coaching conversations and delivering feedback, as well as how to use productive techniques that motivate team members.   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Cultivate Culture &amp; Morale</li> <li>• Develop Self &amp; Others</li> <li>• Enhance Communication</li> <li>• Manage Self &amp; Others</li> </ul>                              |
| October                                | <b>Purposeful Accountability</b>  | This highly engaging team building course explores how beliefs and mindsets impact behaviors, how they impact internal and external customers and influence business outcomes and performance goals.   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Develop Self &amp; Others</li> <li>• Manage Self &amp; Others</li> <li>• Motivate High Performance</li> <li>• Organizational Change &amp; Process Improvement</li> </ul>         |



# 1-Year Leadership Academy Plan

| Potential Timeline  | Learning Activities, Workshop Curriculum, Progress Reports | Curriculum Overview  | Leadership Competency Mapped to Learning  |
|---------------------|--|--|---|
| October             | <b>Pre-Program Launch Communications</b>                   | Communications before the launch are important to set expectations and excite personal interest.   | N/A   |
| Part One: October   | Part Two: November   | <b>Better Relationships through DISC</b>   | The self-awareness gained in this workshop provides leaders with insights to build trust.   |
| December            |  | Group Coaching Call  | Progress report from Managers   |
| Part One: December  | Part Two: January  | <b>Building Trust</b>  | Trust is a foundation to help others be receptive to coaching.  |
| February            | <b>ACTION LEARNING</b>                                     | Activities, practices, reflection and personal learning points are used to accelerate transfer of learning from the last two workshops into the workplace. | Mapped to the competencies in the previous workshop(s).   |
| March               |  | Group Coaching Call  | Progress report from Managers   |
| Part One: March     | Part Two: April  | <b>Coaching and Feedback</b>   | The collaborative nature of a coaching conversation is essential to conflict management.  |
| May                 | <b>Conflict Management</b>                                 | Conflict Management relies on a leader's ability to be empathetic which is at the heart of emotional intelligence.   | <ul style="list-style-type: none"> <li>• Create, Enhance &amp; Maintain Trust</li> <li>• Drive Results</li> <li>• Organizational Change &amp; Process Improvement</li> </ul>          |
| June                |  | Group Coaching Call  | Progress report from Managers   |
| June                | <b>ACTION LEARNING</b>                                     | Activities, practices, reflection and personal learning points are used to accelerate transfer of learning from the last two workshops into the workplace. | Mapped to the competencies in the previous workshop(s).   |
| Part One: July      | Part Two: August   | <b>Emotional Intelligence</b>  | Emotional Intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships. |
| Part One: September | Part Two: October  | <b>Situational Leadership® II Concepts</b>   | Execution of Situational Leadership II involves the compilation of skills in the previous workshops to diagnose and apply concepts.   |
| October             |  | Group Coaching Call  | Progress report from Managers   |
| October             | <b>ACTION LEARNING AND GRADUATION</b>                      | Activities, practices, reflection and personal learning points are used to accelerate transfer of learning from the last two workshops into the workplace. | Mapped to the competencies in the previous workshop(s).   |