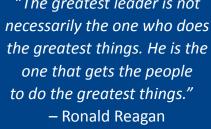


Leadership Academy

COURSE OVERVIEW

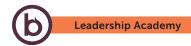
The mission of a leader is to bring out the best in others to achieve individual development and organizational goals. Aligning leader expectations and skills with those goals is the key to success. Bonfire is committed to that success and works closely with each client to ensure that leadership levels, 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.











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

Presentation Skills

Purposeful Accountability

The Five Behaviors of a Team

Sustain the Training: Customer Service Essentials

Ken Blanchard - Building Trust

Ken Blanchard - Management Essentials

Ken Blanchard - Self Leadership

Ken Blanchard - SLII Concepts

Ken Blanchard - The SLII Experience





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	Emotional Intelligence	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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Enhance Communication Motivate High Performance 		
August	Leadership Foundations (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.	 Create, Enhance & Maintain Trust Develop Self & Others Drive Results Manage Self & Others 		
September	Situational Leadership® II Concepts	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.	 Develop Self & Others Drive Results Manage Self & Others Motivate High Performance Organizational Change & Process Improvement 		
September	Employee Engagement & Motivation (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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Drive Results Manage Self & Others Motivate High Performance 		
October	Coaching & Feedback	Equipping leaders to recognize differences between coaching conversations and delivering feedback, as well as how to use productive techniques that motivate team members.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Enhance Communication Manage Self & Others 		
October	Conflict Management	Conflict Management relies on a leader's ability to be empathetic which is at the heart of emotional intelligence.	 Create, Enhance & Maintain Trust Drive Results Organizational Change & Process Improvement 		

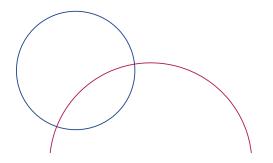




6-Month Leadership Academy Plan

o Month Leadership Academy I tan					
Potential Timeline	Learning Activities, Workshop Curriculum, Progress Reports	Curriculum Overview	Leadership Competency Mapped to Learning		
April	Emotional Intelligence	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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Enhance Communication Motivate High Performance 		
May	ACTION LEARNING	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	Coaching & Feedback	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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Enhance Communication Manage Self & Others 		
July	ACTION LEARNING	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	Agile Leadership	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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Manage Self & Others Organizational Change & Process Improvement 		
September	ACTION LEARNING	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 No March Training	Better Relationships through DISC	The self-awareness gained in this workshop provides leaders with insights to build trust.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Motivate High Performance 		
April	The Five Behaviors of a Team	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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Manage Self & Others Motivate High Performance 		
May No June Training	Bias in the Workplace	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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Enhance Communication Organizational Change & Process Improvement 		
July	Employee Engagement & Motivation (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.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Drive Results Develop Self & Others Manage Self & Others Motivate High Performance 		
August No September Training	Coaching & Feedback	Equipping leaders to recognize differences between coaching conversations and delivering feedback, as well as how to use productive techniques that motivate team members.	 Create, Enhance & Maintain Trust Cultivate Culture & Morale Develop Self & Others Enhance Communication Manage Self & Others 		
October	Purposeful Accountability	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.	 Create, Enhance & Maintain Trust Develop Self & Others Manage Self & Others Motivate High Performance Organizational Change & Process Improvement 		





1-Year Leadership Academy Plan **Potential Learning Activities, Workshop** Curriculum **Leadership Competency Timeline Curriculum, Progress Reports** Overview **Mapped to Learning** Communications before the launch **Pre-Program Launch** N/A are important to set expectations October **Communications** and excite personal interest. • Create, Enhance & Maintain Trust The self-awareness gained in this Part One: Part Two: **Better Relationships** Cultivate Culture & Morale workshop provides leaders with November Develop Self & Others October through DISC insights to build trust. Motivate High Performance **December Group Coaching Call Progress report from Managers Drive Results** • Create, Enhance & Maintain Trust Part One: Part Two: Trust is a foundation to help **Building Trust** Develop Self & Others others be receptive to coaching. December January Motivate High Performance Activities, practices, reflection and personal learning points are Mapped to the competencies used to accelerate transfer of February **ACTION LEARNING** in the previous workshop(s). learning from the last two workshops into the workplace. March **Group Coaching Call Progress report from Managers Drive Results** • Create, Enhance & Maintain Trust The collaborative nature of a Cultivate Culture & Morale Part Two: Part One: **Coaching and Feedback** coaching conversation is essential • Develop Self & Others March April to conflict management. • Enhance Communication Manage Self & Others Conflict Management relies on a · Create, Enhance & Maintain Trust leader's ability to be empathetic Drive Results May **Conflict Management** which is at the heart of emotional Organizational Change & intelligence. **Process Improvement** June **Group Coaching Call Progress report from Managers Drive Results** Activities, practices, reflection and personal learning points are used Mapped to the competencies June **ACTION LEARNING** to accelerate transfer of learning in the previous workshop(s). from the last two workshops into the workplace. Emotional Intelligence is your Create, Enhance & Maintain Trust ability to recognize and understand Cultivate Culture & Morale Part One: Part Two: emotions in yourself and others, **Emotional Intelligence** Develop Self & Others July August and your ability to use this • Enhance Communication awareness to manage your Motivate High Performance behavior and relationships. Develop Self & Others **Execution of Situational Leadership** Drive Results Part One: Situational Leadership® II Part Two: II involves the compilation of skills Manage Self & Others September October **Concepts** in the previous workshops to Motivate High Performance diagnose and apply concepts. Organizational Change & **Process Improvement** October **Group Coaching Call Progress report from Managers Drive Results** Activities, practices, reflection and personal learning points are used **ACTION LEARNING** Mapped to the competencies October to accelerate transfer of learning in the previous workshop(s). AND GRADUATION

from the last two workshops into the workplace.

