

The Art of Leadership Developmental Learning System

Teaching New Applications of Ancient Wisdom

Woods Consulting Firm specializes in the “Art of XX” series of Seminars, Breakout sessions, Keynotes and Consulting

The 8 course Art of Leadership Developmental Learning System is:

The ‘Core Four’ and the ‘Advanced Four’

Course One (101): The ‘Art of Leadership’ (AOL)

Creating New Applications of Ancient Wisdom: **EPLS**

Course Two (201): The ‘Art of Communication’ (AOC)

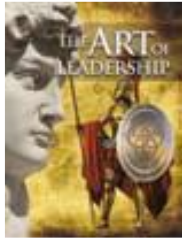
Delivering Skilled Presentations, briefings and One-on-One conversations

Course Three (301): The ‘Art of Learning Teams’ (ALT)

Team members learning and growing together through EOPA and KARMA

Course Four (401): The ‘Art of Management’ (AOM)

The Manager’s vetted ‘Toolkit’ of core competencies that get things done!

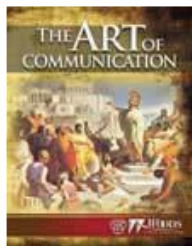


The Art of Leadership (AOL)

A values-based, engaging, fast moving interactive learning experience designed to be a three-day sabbatical from routine. The material contained in the AOL is based on 50 years of exhaustive research in the field of Leadership, Teaming and Developing Human Potential. The AOL is profoundly reflective and teaches the foundation of the EPLS model –the genesis of the Warrior Ethos!

AOL Learning Objectives and Outcomes:

- Learning the **EPLS** 4 Linked-Domain Leadership model: Character, Connection, Competence, and Creating Change and growth
- **Values Clarification**, role clarification, evaluating personal Influence
- Evaluating the impact of the **Leader's ATTITUDE** on their team and organization
- **Reflecting** and Rekindling the Spirit of **Enthusiasm**
- Understanding the **4 Responsibilities of a Leader**
- Analyzing the **4 Questions Everyone Asks** of a leader
- Applying the **4 Disciplines Every Leader Must Master**
- Evaluating the **4 Actions that Build Trust**
- Making the **4 Decisions that Create Change**
- FDCT behavioral Style Assessment, **Analyzing Core Strengths**
- Creating a **written 'Plan of Action'** to catalyze personal and professional change!



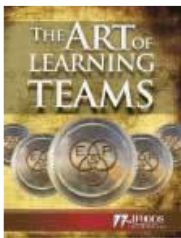
The Art of Communication (AOC)

My job would be easy if it weren't for other people. This highly interactive action-packed course will improve both Personal and Professional Communication Effectiveness. The course is designed to develop: Listening, Speaking, Briefing, Presentation skills and One-on-One communication skills. Max class size 22

AOC Learning Objectives and Outcomes:

- Learning the **EPLS** 4 Linked-Domain Communication model
- Learning and Practicing **One-on-One Communication Skills**: Speaking and Listening
- Learning and Practicing **Public Speaking Skills**: Presenting and Briefing
- Learning and Practicing **On-Line Presentation Skills**: MS Teams, Zoom, Google forms
- How to organize and deliver **Key Presentation Messages for maximum effectiveness**

- How to **Communicate, Brief and Present to the Boss**
- Analyzing the **Greatest Speakers** of all time
- Evaluating multiple speakers: contrasting **Good vs Bad presentation styles**
- Realizing the **Power of Words**
- Knowing communication is a **Matter of the Heart**
- Analyzing and Evaluating the **4 Domains of Emotional Intelligence**
- Analyzing **Body Language** and nonverbal communication
- Learning and evaluating **PowerPoint Presentation Tips** and techniques
- **Analyzing and Adapting to the Needs of your Audience** in real time
- How to run an **Effective and Efficient Meeting**
- Learning **Conflict Resolution**, I-messages, and Active Constructive Responding
- Understanding how to handle **Criticism and Assumptions**
- Speaking to the **Different Behavior Styles** of your audience and coworkers
- Delivering multiple presentations **video recorded** with feedback for improvement

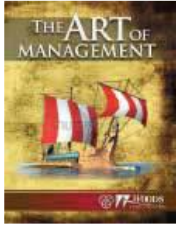


The Art of Learning Teams (ALT)

This high-speed course is designed for Building Integrated High-Performance Teams where Leaders and Team Members are learning and growing together utilizing the new, well vetted KARMA model and EOPA exercises.

ALT Learning Objectives and Outcomes:

- Mastery of the **EPLS** 4 Linked–Domain Team Building model
- Knowing clearly, and pursuing passionately, **the team’s GOAL!**
- Analyzing why a team needs to exist, answering **Why are we here?**
- **Team Problem Solving:** Desert Survival Exercise
- Evaluating the **Psychology of Trust** in Teams
- The **8 steps** of Team Building
- Applying the **KARMA model** to teams
- Evaluating the team’s **EOPA: Expectations, Obstacles and Plan of Action**
- Conducting team **PEST, SWOT, and Goal exercises**
- Dealing with **Conflict of Difficult team members**
- **XY game** and the **Prisoners Dilemma**
- Understanding the **Cycle of Team Development**



The Art of Management (AOM)

The AOM teaches the manager's 'Tool Kit': Assigning Job Responsibility, Delegating, Motivation, Encouragement, Praise, Correction, Loyalty, Conflict Resolution, Time management, and Employee Evaluations. This is a hard-hitting skill-based seminar. Participants will walk away knowing what is expected of them as a Manager/Supervisor and how to provide it!

AOM Learning Objectives and Outcomes:

- Mastery of the **EPLS** 4 Linked–Domain Management model
- Learning to **Get Things Done** through **Engaging** others
- Obtaining the two **most important criterion** for a manager: **Results and Retention**
- Understanding the 5 functions of Management: **5 Manager Core Competencies**
- **Creative Thinking and Problem Solving**
- Earthquake Survival Exercise
- Evaluating **Time Management** and **Procrastination**
- **Coaching and Mentoring**
- Understanding individual **Motivation**
- The 5 steps of assigning **Job Responsibility**
- The 5 steps of **Delegation**
- The 5 steps of **Encouragement**
- The 5 steps of **Praise**
- The 5 steps of **Correction**

The ‘Advanced Four’ courses in the Art of Leadership Developmental Learning System:

Course Five (102): The ‘Art of the Warrior’ (AOW)

Mastery level follow-on application course to the popular Art of Leadership

Course Six (202): The ‘Art of Dealing with Difficult People’ (ADP)

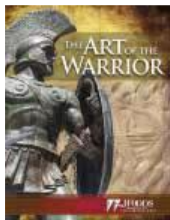
My job would be easy if it weren’t for other people, understanding and evaluating the 21 difficult people archetypes.

Course Seven (302): The ‘Art of Strategy’ (AOS)

Moving from NOW to NEW with a Plan of Action that answers “The Big 4”

Course Eight (402): The ‘Art of Creative Thinking and Problem Solving’ (ACT)

Awareness of habitual thinking patterns and moving “Outside the Box” creating unique and effective solutions to problems



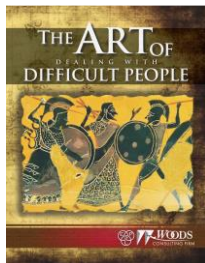
The Art of the Warrior (AOW)

AOL pt II *The Warrior Ethos*: We are all warriors. Each of us battles moment by moment for mastery of the four EPLS domains. The AOW is a values-based, engaging, fast moving interactive learning experience focused on mastering the foundational models taught in AOL.

AOW Learning Objectives and Outcomes:

- **Why** do you want to lead?
- Leaders are **in the Arena**
- Asking the **Right Questions**
- **Creating Awareness** of our habits and patterns

- **Case study based** real-world applications of the AOL, including roleplays
- Wisdom and Mastery of the **EPLS 4** Linked–Domain Leadership model
- Applying the “principle of the path” to answer the question “**How did I/we get here?**”
- Analyzing **Toxic Leadership** and the **Positive Psychology of Leadership**
- Understanding a leader’s **Responsibility, Authority, and Accountability**
- Understanding and Applying **Emotional Intelligence** to multiple real-world case studies
- Analyzing and Applying **7 bases of Power** and **7 direct and 7 indirect** Influence strategies
- Understanding the **Hidden Curriculum** within the organization
- Evaluating **Personal Ethics** and **Legacy**
- Strengths based leadership assessment
- Evaluating our **written ‘Plan of Action’** to catalyze personal and professional growth
- **KINTSUGI**
- **Inspiration and Motivation to create positive change!**

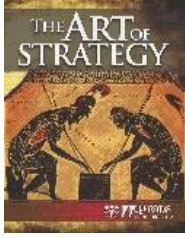


The Art of Dealing with Difficult People (ADP)

Do you know people who are just generally difficult to be around? Difficult people are common occurrences in our lives. This highly interactive, information-packed course will improve both personal and professional communication and relationship effectiveness. It will teach participants the needed tools to deal effectively with the 21 Archetypes of difficult people in their lives.

ADP Learning Objectives and Outcomes:

- Evaluating the 21 archetypes of difficult people
- How to deal with **Bullies, Blaming, Projection and Invalidation**
- Dealing with **Nasty People**
- Understanding and analyzing **Toxic People**
- Analyzing the **4 Questions Everyone Intuitively Asks of others**
- Evaluating the impact of our **ATTITUDE** on other people
- Building **Emotional Resilience** to deal with Difficult people
- **Creating Engagement** through Compassion and Empathy
- Understanding how to handle **Conflict, Criticism and Assumptions**
- Speaking to the **Different Behavior Styles** of your coworkers
- Analyzing Intent and resulting behavior when intent is thwarted
- Understanding why certain **Behavior Styles Clash So Strongly**

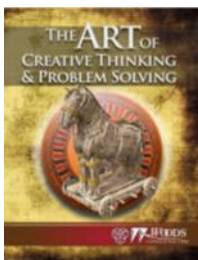


The Art of Strategy (AOS)

The AOS answers the “Big Four”: Why do we exist? Where are we now? Where are we going? How are we going to get there? Focusing on developing the Purpose, Vision, Mission, Values and Mantra (PVMVM).

AOS Learning Objectives and Outcomes:

- Mastery of the **EPLS** 4 Linked–Domain Strategy model
- Understanding **WHY** Strategy is crucial to success
- Applying the **4 Strategic Planning Questions**
- Evaluating the **5 steps of Organizational Purpose**
- Defining the **Purpose exercise**: Why we exist?
- **Vision exercise**: What do we want to become or accomplish?
- **Mission exercise**: How will we accomplish our Purpose and Vision?
- Defining the **Values** of the organization: What are our standards?
- Understanding and applying the **Strategic Planning Model**
- Moving from **Strategic Thinking and Planning to Implementation/Action!**
- Clearly identifying our **Business, Strategic focus** and **Competitive edge**.
- Creating **The Elevating GOAL** with action plans and next steps
- Inspiration and motivation to understand the “Big Picture” of the organization



The Art of Creative Thinking and Problem Solving (ACT)

The Art of Creative Thinking and Problem Solving is about examining the lens through which we look at the world. Awareness of our operational paradigms and moving “Outside the Box” creating unique and effective solutions to problems.

ACT Learning Objectives and Outcomes:

- Creative application of the **EPLS** 4 Linked–Domain model
- Understanding the **Reticular Activating System**
- Evaluating current **Brain Research**
- Analyzing the Brain Hemispherical Dominance Model

- Awareness of **Mental Models**
- **Attention, Direction, Destination**
- Getting “Out of the Box” understanding habit
- Analyzing **the Bridge of Assumption** and Paradigm Paralysis
- Evaluating Beliefs, and Generalizations
- Applying the tools of Creative Thinking
- Applying Problem Solving Tools to the **Problem-Solving Process**

The ‘Core Four’:

Each of the Core Four are 3 days in length.

The first 4 Courses are designed to be taught sequentially. Each course comprises foundational learning for personal and organizational success.

The bottom line deliverables of the ‘Core Four’ are:

1. **(AOL) Self-awareness, Values Clarification and enhanced Emotional Intelligence**
Applying: 4 Disciplines, 4 Questions, 4 Decisions, 4 Actions, 4 Responsibilities
2. **(AOC) Delivering Skilled Presentations, Briefings and One-on-One Conversations**
Understanding: Conflict Resolution, Assumptions, Criticism, and Body Language. Learning and growth through video recorded presentations, evaluation and feedback
3. **(ALT) Learning and Growing Together as Effective Teams**
Analyzing communication patterns as a predictor of team success
Evaluating the conflict between rational self-interest and collective goals
Applying 8 practical tools to build High Performance teams.
4. **(AOM) Understanding the ‘Toolkit’ of 5 Management Core Competencies: Planning, Organizing, Staffing, Directing, and Controlling.**
Evaluating: Job Responsibility, Delegation, Encouragement, Praise, and Correction. Creating Results and Retention through Engagement.

The ‘Advanced Four’ are:

Each of the advanced four are 2 days in length.

Courses 5-8 are designed to follow the ‘Core Four’ for continued personal and organizational development, learning and growth.

The bottom-line deliverables of the ‘Advanced Four’ are:

5. **(AOW)** Mastery of the EPLS model
Being in the Arena, Understanding why Leaders lead. Asking the Right Questions, Creating Awareness, Habits, Patterns, Power & Influence Applying the principle of the path to answer the question “How did I/we get here?”
6. **(ADP)** The purpose of the ADP is creating better outcomes in difficult circumstances. Improving both personal and professional communication and relationship effectiveness when dealing with the 21 archetypes of difficult people.
7. **(AOS)** Answering the “Big Four”
Why do we exist? Where are we now? Where are we going? How are we going to get there?
6. **(ACT)** Awareness of our operational paradigms. Evaluating “Outside the box” Thinking. Creating unique and effective solutions to problems.

Additional one day or breakout session topics:

1-day Logos Classes:

The Art of Assertive Leadership	(Executive overview/refresher training)	(AAL)
The Art of Time Management and Personal Planning		(ATM)
The Art of Leading Change		(ALC)
The Art of Service		(ACS)
The Art of Coaching and Mentoring		(ACM)

The Art of Professional Sales	(APS)
The Art of Humor in the Workplace	(AHW)
The Art of Project Management	(APM)
The Art of Conflict Resolution	(ACR)
The Art of Resilience	(AOR)
The Art of Employee Performance Management	(APM)
The Art of Virtual Teams	(AVT)
The Art of Stained Glass	(ASG)

The Linked-Domain model



The AOLDLS ‘Core Four’ Body of Knowledge (BOK)

(101) Art of Leadership

1. Define Leadership
2. Explain who becomes a leader in an organization
3. Describe what leadership is within an organization
4. Describe when leadership is needed
5. Explain where leadership comes from
6. Explain why someone becomes a leader
7. Describe how you know someone is a leader
8. Describe the roles and responsibilities of a leader
9. Describe the basic questions everyone asks of a leader
10. Explain why organizations need Leadership
11. Understand the importance of a leader’s self-awareness
12. Describe the “Red Pill” exercise
13. Apply the Psychology of Leadership
14. Explain Emotional Intelligence and how it applies to self-leadership
15. Explain the importance of trust and how it is acquired
16. Describe the sources of a leader’s influence and evaluate which is most effective
17. Describe the relationship between a Leader’s Attitude and their team’s results
18. Describe the Attitude Cycle and how to break it
19. Describe how to create change in an organization, in a person
20. Explain the formulas for reducing frustration in an organization
21. Explain the four domains of Leadership and the relationships between them
22. Describe the 2 types of pain a leader will feel
23. Know the five dominant theories of Leadership and compare and contrast their strengths and weaknesses
24. Explain the importance of different Behavioral Styles and how temperament affects relationships.
25. Describe the two ways a leader “shows up” when things are difficult.
26. Describe failure of leadership
27. Describe success for a leader
28. Describe the most disturbing truth about Leadership
29. Leaders smell like smoke!

(201) Art of Communication

1. Define communication
2. Explain who is responsible for the success of communication, the sender or the receiver
3. Explain who validates the success of communication, the sender or the receiver
4. Understand and Analyze the source of most communication issues
5. Describe what excellent communication looks like within an organization
6. Describe when communication is needed
7. Explain where communication often breaks down
8. Explain why communication is important
9. Describe how you know communication is successful
10. Cite an example of effective vs ineffective communication
11. Explain why organizations need excellent communication
12. Describe how Attitude affects communication
13. Explain how Trust affects communication
14. Explain the relationship between communication skills and sustainable bottom line results
15. Describe “Active Listening” and why it is used
16. Explain the “Losada ratio”
17. Explain how to deliver an “I” message
18. Describe how assumptions affect communication
19. Describe how the “limited response” is an excellent response to criticism
20. Explain the four domains of communication and the relationships between them
21. Describe the ‘Johari Window’ and its effect on communication
22. Explain the “7-minute rule” when presenting
23. Describe the “rule of three” when speaking
24. Explain how the different Behavioral Styles prefer to communicate
25. Create an effective and efficient meeting

(301) Art of Learning Teams

1. Define a team
2. Explain the importance of a clearly defined and well communicated team GOAL!
3. Explain the differences between Purpose, Vision, Mission, and Goals
4. Explain who is responsible for the success of a team
5. Describe what an excellent team looks like
6. Describe when teambuilding is needed
7. Explain where teambuilding often breaks down
8. Explain why teambuilding is important
9. Describe how you know a team is successful
10. Contrast a team and a group
11. Describe the roles and responsibilities of team members and leaders
12. Explain the importance of a clear goal to a team
13. Explain the reasons for team failure
14. Explain why trust is essential to teaming and how it is created
15. Describe “High Standards” and their effect on team members
16. Explain the model for building sustainable teams
17. Explain how team members expectation’s affect their participation
18. Identify a common team obstacle and describe a plan to overcome it
19. Describe how a team reaches consensus
20. Describe how to build team unity
21. Explain how the different Behavioral Styles work together on a team
22. Describe the 4 stages of team development

(401) Art of Management

1. Define Management
2. Explain who becomes a manager within an organization
3. Describe what management looks like within an organization
4. Describe when management is needed
5. Explain where management often breaks down
6. Explain why management is important
7. Describe how you know a manager is successful
8. Compare and contrast Management vs Leadership
9. Describe the roles and responsibilities of a manager
10. Understand the five core competencies of management
11. Explain the reasons for procrastination and how to effectively manage individual and team schedules
12. Explain why trust is essential to management
13. Describe the steps for solving a problem
14. Explain the Shewhart cycle
15. Explain the process and importance of coaching and mentoring
16. Describe how to manage across generational differences
17. Explain how a manager assigns Job Responsibility
18. Explain the steps of Delegation
19. Explain the steps of Encouragement
20. Explain the steps of Praise
21. Describe how to correct undesirable behavior
22. Explain the 2 primary criteria used to evaluate a manager
23. Describe the 2 focus areas a manager uses to accomplish their objectives