The Foundations for Effective Leadership (FEL)℠ helps frontline leaders develop the skills need to build great teams that deliver outstanding results.
The Soft Skills Are Hard

Technical expertise is important. However, getting a group of people to work together effectively in the pursuit of a shared objective has relatively little to do with technical competence. But it does have a lot to do with leadership.

*Foundations in Effective Leadership (FEL)* builds the types of leadership skills required to build effective teams, increase team members’ focus on objectives, and ultimately deliver better results. Formal education and real-world experience create technical experts; FELSM helps technically competent people transform into leaders.

**What You’ll Learn**

Working with other talented frontline leaders, you will leave FEL SM with a number of insights and skills that will help you become the kind of leader that builds commitment and achieves great results.

- Gain significantly increased self-awareness of strengths and blind spots
- Learn a process to manage your development throughout a career
- Acquire new skills to help solve conflicts, coach others, improve communication, and solve problems
- Build more effective teams
- Devise an action plan to immediately improve leadership performance

*FEL* is a three-day leadership development program with:

- Assessment and feedback
- Limited lecture
- Facilitated group dialog
- Group exercises
- Experiential learning
- Executive coaching

*The Foundations for Effective Leadership (FEL)* is for frontline leaders.

- Managers and supervisors who lead teams
- Frontline leaders wishing to enhance their performance
- Department and group leaders
The Foundations for Effective Leadership (FEL)\textsuperscript{SM} provides a complete development process that helps leaders build more effective teams and organizations.

**Competencies Are Not Enough**

Understanding and building the leadership competencies required to excel as a mid- to senior-level leader represents just one of the five key elements needed to achieve meaningful and lasting performance improvement. FEL\textsuperscript{SM} addresses all five elements in an integrated manner ensuring that lessons learned become lessons applied.

What worked in the past may not work in the future. Sometimes unlearning is as important as learning.

1. **Gain self-awareness**
   - Assessment & feedback
   - Reflection exercises
   - Structured peer interactions
   - Group exercises to increase awareness

2. **Determine if motivated**
   - Encouragement from CLE faculty and peers
   - Participants choose their developmental actions

3. **Build competencies**
   - Knowledge and skills conveyed during and after the classroom sessions

4. **Practice in real-world**
   - Practice in the classroom
   - Practice after the classroom sessions supported by coaches

5. **Receive feedback**
   - After classroom session assessment
   - Coaching
   - Process for involving others

**The Leadership Pipeline**

The challenges leaders face vary significantly at different levels within the organization. While this point seems obvious, relatively few developmental approaches take the leadership pipeline into careful consideration. Our programs and services are constructed and organized around the leadership pipeline to ensure that leaders receive precisely the development they need now.
Which of Our Core Programs Is Right for You?

The CLE is committed to providing transformative learning experiences tailored to each participant’s needs. We organize all of our programs for each level of the Leadership Pipeline, ensuring that leaders receive precisely the development they need now.

**Foundation for Effective Leadership℠**
Frontline leaders (those who lead teams, projects, or taskforces) who would like to enhance their ability to lead others and improve the performance of their teams.

**Program for Effective Leadership℠**
Mid-level leaders to senior leaders (those who lead other leaders) who would like to enhance their ability to persuade and influence others and improve the performance of their teams.

**Leading from the Inside Out©**
Senior leaders who would like to achieve better results by enhancing their ability to lead from their natural style, better persuade and influence others, and build commitment and alignment in those they lead.

**Leading the Enterprise©**
Enterprise leaders who would like to enhance their ability to envision and drive positive change, persuade others to adopt their vision of the future, persuade and influence others, and build commitment and alignment in those they lead.

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**Snapshot:**

**Tuition:** $1,875

**Length:** 3 Days

**Class size:** Limited to 20 participants, average class size 16

**Where:** The University of Oklahoma Campus - Norman, OK

**Custom Programs:** Many options exist for organizations wishing to send multiple participants. Please contact us to discuss the possibilities.
The Foundations for Effective Leadership℠

From technical and functional expert to leader. FEL℠ helps frontline leaders build great teams that deliver outstanding results.

Phase 1 | Before the Classroom Sessions
Before the program, participants receive a series of assessments to complete prior to the beginning of the classroom sessions. These assessments help to ensure that each participant’s experience is tailored to his or her specific needs. Additionally, participants will also be asked to read two brief articles as pre-work.

Phase 2 | Classroom Sessions

Day 1 – The Human Part of Leading
- A lifelong development approach
- The Challenge: An experiential exercise
- Leadership Listening: A skill to build commitment and reduce conflict

Day 2 – Seeing Yourself as Others See You
- Personality and leadership
- Managing conflict

Day 3 – Your Unique Leadership Journey
- Using your strengths to create greatness
- The healthy leader: A short course in wellness
- Creating a developmental plan that works
The Center for Leadership Excellence:
The Smart Choice in Elevating Leaders’ Performance

A commitment to service – We consider it a privilege to work with talented leaders from many different backgrounds and geographies. We earn this privilege by doing everything we can to ensure that participants experience truly outstanding customer service in every interaction.

Leadership for each level – The challenges leaders face vary significantly at different levels within the organization. Our programs and services are constructed and organized around the leadership pipeline to ensure that leaders receive precisely the development they need now.

Practical approach – We are well aware that the value of what we do can only be determined by its usefulness. We help leaders develop skills and new approaches that improve performance so that both individual leaders and their organizations reach their goals.

Extraordinary value – We know the value of a dollar. The cost of tuition, travel, and, even more importantly, leaders’ investment of time is significant. We deliver very high quality products and services that lead to measurable results at lower costs than any other comparable leadership development opportunity.

After classroom learning – While 100% of our faculty hold advanced degrees, they also possess significant real-world experience. We emphasize actions that work in application and provide support, coaching, and assessment after classroom sessions to ensure that classroom ideas become lessons learned and, more importantly, lessons applied.

Outstanding university – As one of the top public universities in the nation, the University of Oklahoma offers a culture of academic excellence.

All of the CLE’s core programs may be customized to best meet your organization’s needs. If you wish to explore how to modify our core programs and tailor them to your specific needs, please contact us. One of our senior consultants will work with you to build a unique program that will achieve your leadership-development goals.