Leading from the Inside Out® helps senior-level leaders get more out of their efforts—more enjoyment, more commitment. Ultimately, it equips them to achieve the kind of outstanding results they desire and their organizations need.
Multiple Pathways to Success

Not all great leaders lead in the same manner. What’s most important for senior leaders is not looking for a prescribed “right way to lead” but finding their own unique approach to driving organizational success. *Leading from the Inside Out* provides an in-depth process to help senior leaders discover their unique leadership purpose and leverage this distinctive purpose to become even more successful leaders. Through exercises, assessment and feedback, purposeful interaction with other participants, and reflection, *Leading from the Inside Out* provides both a stimulating and rewarding experience in leadership growth.

**What You’ll Learn**

Working with other talented professionals, you will leave *Leading from the Inside Out* with a number of insights and skills that will help you take your leadership to a new level of excellence.

- Significantly increase self-awareness and gain a more complete view of yourself
- Identify a unique leadership purpose
- Understand and appreciate previous challenges that have created a set of skills and abilities to help fulfill your leadership purpose
- Significantly enhance your presentation, persuasion, and influence skills
- Develop executive skills that yield powerful results

*Leading from the Inside Out* is a five-day leadership development program with:

- In-depth assessment and feedback
- Limited lecture
- Facilitated group dialog
- Group exercises
- Experiential learning
- Executive coaching

*Leading from the Inside Out* is for 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.

- Executives who lead a business unit or function
- Business owners of medium- to large-size companies
- High potential mid-level leaders soon to move into a business unit or functional leadership role
Leading from the Inside Out® provides a truly unique approach to leadership development, balancing the building of key senior-leadership competencies with the discovery of each leader’s one-of-a-kind set of gifts and talents.

**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. Leading from the Inside Out® addresses all five elements in an integrated manner ensuring that lessons learned, become lessons applied.

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

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

**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:** $6,775

**Length:** 5 Days

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

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

**Classroom Coaching:** Individualized one-on-one coaching during the classroom week

**After Classroom Sessions Coaching:** 8 one-hour, after-program coaching sessions with a CLE coach

**Custom Programs:** Many options exist for organizations wishing to send multiple participants. Please contact us to discuss the possibilities.
Leading from the Inside Out©

Leading from the Inside Out© is challenging and affirming, reflective and action oriented, and helps senior leaders discover the own unique pathway to success.

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

The classroom experience is highly interactive filled with discussion, experiential learning, group exercises, as well as a good deal of behavioral feedback from the assessments completed before the classroom sessions begin.

Day 1 – Finding Your True North – Part 1
- A lifelong development approach
- Crucible stories and life’s lessons

Day 2 – Finding Your True North – Part 2
- Using your strengths to create greatness
- Personality, leadership, and finding “your swing”

Day 3 – A Look in the Mirror
- One-on-one individual assessment feedback
- The milieu in the way of simplicity: Experiential exercise
- The art, practice, and power of feedback and feedforward

Day 4 – Persuading and Influencing Others
- Executive presence, persuading, and influencing
- Mastering the social interaction

Day 5 – Mapping Unique Leadership Journey
- Bringing it all together
- The healthy leader: A wellness lesson for executives
- Creating an action plan

Phase 3  Back Home Practice, Coaching, and Post-assessment

Developing new habits requires intention and support. The after-class portion of Leading from the Inside Out© encourages, supports, and challenges participants to build new habits and behaviors and reinforces the lessons learned during the program week.

- Over the 120-days following the end of the classroom sessions, participants have an opportunity to engage in eight coaching sessions with CLE senior-executive
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 session 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.