

## EXECUTIVE DEVELOPMENT PROGRAM

OCTOBER 2, 2014

9:00 AM – 12:00 PM (HALF-DAY)

**PUBLIC \$995 (FULL-DAY), \$580 (HALF-DAY)**

**UD ALUMNI \$945 (FULL-DAY), \$580 (HALF-DAY)**

**PARTNER \$870 (FULL-DAY), \$580 (HALF-DAY)**

# STRENGTHS-BASED LEADERSHIP: MAXIMIZING YOUR LEADERSHIP EFFECTIVENESS

Think for a moment about the leaders you respect – whether they lead countries, organizations, or families – who continue to live on because of the way they have shaped your thoughts and belief. Even though you may not notice it at the moment, the most effective leaders forever alter the course of your life.

Chances are, you will have many opportunities to lead during your lifetime. If you're able to seize these opportunities, your influence will continue to grow for generations to come. This program will expose you to the findings of Tom Rath's work along with key lessons on how you can maximize not only your own leadership, but that of your team.

When an organization's leadership fails to focus on individuals' strengths, the odds of an employee being engaged are a dismal 1 in 11 (9%). But when an organization's leadership focuses on strengths, the odds soar to almost 3 in 4 (73%). So that means when leaders focus on and invest in their employees' strengths, the odd of each person being engaged increases eightfold.

People who spend their lives trying to be good at everything are unlikely to be great at anything. This is one of the most important discoveries from more than three decades of Gallup's research on human talent. Yet when we look at great organizational leaders, while they were not trying to be well-rounded as individuals, they do create leadership teams with a balance of talents in four very specific areas.

## THIS PROGRAM WILL HELP EXECUTIVES:

- Understand their own strengths and why investing in them matters.
- Maximize the strengths of their teams in order to meet their objectives.
- Understand and meet the four basic needs of those who look to you for leadership.



**Tom Rath**

*Tom Rath is one of the most influential authors of the last decade. Tom has written several international bestsellers including the #1 New York Times bestseller *How Full Is Your Bucket?* In 2012, his book *StrengthsFinder 2.0* was the top-selling nonfiction book worldwide.*

*Tom's most recent release, *Eat Move Sleep: How Small Choices Lead to Big Changes*, is already receiving critical acclaim as a "transformative work." He studies the role of human behavior in health, business, and economics. Tom writes and speaks on a range of topics, from wellbeing to organizational leadership.*

*Tom's most recent New York Times bestsellers are *Strengths-Based Leadership* and *Wellbeing: The Five Essential Elements*. In total, his books have sold more than 5 million copies, been translated in 16 languages, and made over 250 appearances on the Wall Street Journal's bestseller list.*

*Tom serves as a senior scientist and advisor to Gallup, where he previously spent 13 years leading the organization's work on employee engagement, strengths, and wellbeing. Tom also served as vice chairman of the VHL cancer research organization. He earned degrees from the University of Michigan and the University of Pennsylvania, where he is now a regular guest instructor.*