

# REMARKABLE LEADERSHIP: TWELVE PROGRAMS FOR CREATING REMARKABLE LEADERS

**KEVIN EIKENBERRY**

Frequently Asked Questions

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## What is Remarkable Leadership?

The skills of leadership are required in every aspect of modern life, and organizations of all sizes continue to search for greater leadership skills. While important, in a fast-changing world, organizations often have trouble allotting time for training that is needed and acknowledged to be important. *Remarkable Leadership: Twelve Programs for Creating Remarkable Leaders* was created with these dual realities in mind. The practical learning experiences are designed to be delivered in small pieces, helping organizations both target specific skills and deliver needed skills in a relatively small time period.

## What is the program designed to achieve?

In short, this program is designed to help develop leaders. It is designed to help organizations and consultants to organizations create relevant and valuable learning experiences to build specific leadership skills. Leadership is a broad and complex topic, and while additional proficiency in these skills and behaviors is needed in every organization, most leadership training is necessarily broad and diffused. This program is designed to provide easy tools for creating learning experiences that meet specific needs as determined by the organization.

## What specific skills or knowledge does the program cover?

The twelve modules that make up *Remarkable Leadership: Twelve Programs for Creating Remarkable Leaders* are based on twelve of the thirteen competencies in the book *Remarkable Leadership: Unleashing Your Leadership Potential One Skill at a Time* (the competency of Remarkable Leaders Learn Continually is modeled throughout all twelve modules). These competencies are

- Remarkable Leaders Champion Change
- Remarkable Leaders Communicate Powerfully
- Remarkable Leaders Build Relationships
- Remarkable Leaders Develop Others
- Remarkable Leaders Focus on Customers
- Remarkable Leaders Influence with Impact
- Remarkable Leaders Think and Act Innovatively
- Remarkable Leaders Value Collaboration and Teamwork
- Remarkable Leaders Solve Problems and Make Decisions
- Remarkable Leaders Take Responsibility/Accountability

- Remarkable Leaders Manage Projects and Processes Successfully
- Remarkable Leaders Set Goals and Support Goal Setting

There are specific learning objectives for each of these modules, but the competency areas give a good high-level sense of what is available in this highly flexible product.

## **What individual components does the program include?**

This program includes all of the materials needed to deliver improved leadership skills in each of the twelve modules/competencies. Specifically, it includes

- A Facilitator's Guide that covers all twelve modules
- Individual Participant Workbooks for each of the twelve modules
- PowerPoint slides for each of the twelve modules.

## **What components do I need to purchase to get started?**

To begin your preparation as a facilitator, all you need is the Facilitator's Guide package, which includes the complete set of PowerPoint slides and a sample of each Participant Workbook. After you have determined which modules you will be delivering to how many people, you can order Participant Workbooks as needed.

## **Who is the program designed for?**

Remarkable Leadership: *Twelve Programs for Creating Remarkable Leaders* is primarily designed to provide facilitators and learners a very accessible way to teach and learn twelve leadership competencies in a short, flexible manner. While targeted at mid-level managers and leaders with at least a couple of years experience in their roles, the content will work well for a cross-section of leaders within a company. Given this focal group, the fundamental and timeless principles and skills included make this program one that can be used as a leadership training experience across an organization. With a strong facilitator, the framework can be adapted to be of great value to a group of senior executives or first-line supervisors.

## **How long does the program take to complete?**

As short as 60 minutes—and as long as three days! The program is made up of twelve modules—one on each leadership competency from the book

*Remarkable Leadership*—each flexibly designed to be delivered in 60 or 90 minutes. Based on the needs of the organization, a single module can be implemented, the full series of modules could be delivered over time, or a highly targeted session of multiple modules can be created.

### **How much preparation time will it take to facilitate?**

Facilitator preparation time will always vary with the experience of the facilitator both in leading learning experiences and with the topic itself. The Facilitator's Guide is designed with enough detail to help a more junior facilitator succeed as well as providing clear process and content flow to help a more seasoned facilitator. Of course, the facilitator can improve any learning event by not only being prepared but also having relevant personal examples and stories. The materials offer many examples and suggest times when personal examples will be especially helpful.

### **Do I need any special skills to facilitate the program?**

As mentioned in the previous question, these materials will allow anyone to learn the content and flow of the workshop successfully. Facilitators with real personal leadership experiences will help make the modules more interesting, engaging, and successful for the learner.

### **What's unique or different about this program or its approach?**

This series of workshops, and each individual workshop on its own, is designed to help leaders become more effective, *one skill at a time*. In our busy world, it's difficult to assimilate and apply a variety of skills at one time. To pattern our learning abilities, focusing on one thing at a time, and connecting that to our fast-paced world, this series (and the modules within it) is designed to maximize the ability of participants to apply what they have learned (and a significant portion of the learning process is focused on on-the-job application), with a minimum classroom time commitment.

Although many leadership workshops are available, this one is set apart by the flexible and bite-sized approach it takes to learning leadership skills. This series of modules is designed to capitalize on how we learn, which is in small focused ways with immediate opportunities to apply what is learned. Though no program can force people to try their new skills back in the workplace, *Remarkable Leadership: Twelve Programs for Creating Remarkable Leaders* includes unique “Now Steps” outlined for each skill

taught in each module. These “Now Steps” are designed specifically to give leaders specific real-life ideas for applying the newly learned skills back in the workplace.

In addition, the modularized approach to this design allows organizations and their facilitators to create the perfect learning experience based on skill needs, real-life budgets, and time pressures.

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## ABOUT THE AUTHOR

**Kevin Eikenberry** is the chief potential officer of The Kevin Eikenberry Group, a learning consulting company that provides a wide range of services, including training delivery and design, facilitation, leadership coaching, organizational consulting, and speaking services.

His specialties include leadership, teams and teamwork, organizational culture, facilitation, and training trainers. His client list includes the American Red Cross, Chevron, Chevron Phillips Chemical Company, IHOP, Invesco, John Deere, Nexen, OPTI Canada, Purdue University, Sears Canada, Shell, Southwest Airlines, Telus, the U.S. Marine Corps, and the U.S. Mint. Kevin is the author of the best-selling books *Remarkable Leadership: Unleashing Your Leadership Potential One Skill at a Time* (2007), *Vantagepoints on Learning and Life* (2006). He is also the author of *#LeadershipTweet: 140 Bite-Sized Ideas to Help You Become the Leader You Were Born to Be* (2009), and is a contributing author to the *Handbook of Experiential Learning* (2007), *101 Great Ways to Improve Your Life* (2006), and *Walking with the Wise* (2003). He has been a contributor to thirteen training and development sourcebooks since 1997.

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