

## People-First Leadership™ Development Program Overview

### Program Description

The People-First Leadership™ Development Program provides a practical, engaging, and effective leadership development training option that gives emerging leaders all the tools they need to elevate their effectiveness and gain commitment from their people. The program is based on the People-First Leadership™ Model, which 5.12 Solutions Consulting Group has been researching, crafting, and implementing with their client engagements over the years.

### Framework for the Program

The framework for the People-First Leadership™ Program includes the book *Ignite! The 4 Essential Rules for Emerging Leaders*, the Facilitator's Guide, and the Participant Workbooks. There are three optional Leadership Performance Sessions within the overall program that utilize the Everything DiSC® profiles. 5.12 Solutions Consulting Group is an authorized Inscape Publishing Distributor and can provide those materials if you are interested in adding more depth to your program. However, the Everything DiSC® profiles are not required to run a 6-8 month People-First Leadership™ Development Program.

### What's Included in the Facilitator's Guide

- **Scripted talking points** that guide the facilitator through a full-day, multi-day, and multi-month delivery options. The guide also includes an overview of the People-First Leadership™ Model, considerations for preparing for and delivering a leadership development program, an outline and question flow for three 1-1 coaching sessions, and more.
- **Agenda for each Leadership Performance Session**, fully customizable in Microsoft Word so that you can modify them based on your objectives, facilitation style, and other content you want to integrate into the program. (For DiSC-based sessions, program outlines are included in the appropriate Everything DiSC® Leader's Guide, sold separately).
- **Customizable PowerPoint Slides** for each Leadership Performance Session that are linked to the script in the Facilitator's Guide. (For DiSC-based sessions, PowerPoint slides are included in the appropriate Everything DiSC® Leader's Guide, sold separately)
- **One Participant Workbook.** A Participant Workbook is required for all workshop/program participants.
- **Handouts for the kick-off meeting**

- **Welcome Letter.** Modify this letter as needed and send it out to participants from the program executive sponsor.
- **Coaching Forms** used in conjunction with the one-on-one coaching sessions. Participants complete the appropriate form and email it to the program facilitator 24 hours prior to each coaching session.
- **Evaluation Form.** This sample evaluation can be used to gather feedback after each Leadership Performance Session.
- **Poster** of the People-First Leadership™ Model

### How the Facilitator’s Guide is Organized

This Facilitator’s Guide is organized in a modular format so that you can design your program based on the specific objectives in your organization, or with your client. There are several delivery options outlined in the facilitator’s guide. Here is a high-level overview of the program content.

Leadership Performance Segment	Description	Duration
People-First Leadership™ Program Kick-off Meeting	<ul style="list-style-type: none"> <li>• Share Expectations</li> <li>• Identify Hopes and Concerns</li> <li>• Create Personal Measures of Success</li> <li>• Clarify Program Schedule</li> </ul>	1.5 hours
Leadership Performance Session 1	Factor 1: Lead by Example <ul style="list-style-type: none"> <li>• Understand the People-First leadership™ Model</li> <li>• Define Your Core Values</li> <li>• Use Assertive Communication</li> </ul>	4 hours
Leadership Performance Session 2	363 for Leaders (Optional) – 360-Degree Feedback <ul style="list-style-type: none"> <li>• Provide an Overview of the 363 for Leaders® Model</li> <li>• Review Initial Feedback Results</li> <li>• Begin Leadership Development Action Plan</li> </ul>	3 hours
Coaching Session 1	Coaching Session 1 <ul style="list-style-type: none"> <li>• Review Core Values</li> <li>• Review Results from 363 for Leaders (Optional)</li> <li>• Finalize Leadership Development Action Plan</li> </ul>	1 hour
Leadership Performance Session 3	Factor 2: Align Your Team <ul style="list-style-type: none"> <li>• Create and Communication a Vision</li> <li>• Develop Performance Goals</li> </ul>	4.5 hours

Leadership Performance Segment	Description	Duration
Leadership Performance Session 4	Factor 2: Align Your Team Continued (Optional) <ul style="list-style-type: none"> <li>• Understand the Everything DiSC® Work of Leaders Model</li> <li>• Learn the Drivers of Vision, Alignment, and Execution</li> <li>• Discover How You Approach Each Driver</li> </ul>	5 - 6 hours
Leadership Performance Session 5	Factor 2: Align Your Team Continued <ul style="list-style-type: none"> <li>• Provide Feedback</li> <li>• Use a Positive Discipline Process</li> </ul>	4 hours
Coaching Session 2	Coaching Session 2 <ul style="list-style-type: none"> <li>• Review Core Values, Original Leadership Development Action Plan</li> <li>• Target and Practice Key Skills</li> <li>• Refine Leadership Development Action Plan</li> </ul>	1 hour
Leadership Performance Session 6	Factor 3: Build Cohesion (Optional) <ul style="list-style-type: none"> <li>• Understand the Everything DiSC Workplace® Model</li> <li>• Learn How to Recognize the Styles of Other</li> <li>• Understand How You Respond to Other Styles</li> <li>• Learn Strategies to Adapt to Others to Be More Effective</li> </ul>	4-5 hours
Leadership Performance Session 7	Factor 3: Build Cohesion Continued <ul style="list-style-type: none"> <li>• Resolve Conflict Constructively</li> <li>• Create Team Norms</li> </ul>	5 hours
Leadership Performance Session 8	Factor 4: Engage and Cultivate (Optional) <ul style="list-style-type: none"> <li>• Understand Your DiSC® Management Style</li> <li>• Create a Motivating Environment for Your People</li> <li>• Work More Effectively With Your Manager</li> </ul>	3.5 hours
Leadership Performance Session 9	Factor 4: Engage and Cultivate Continued <ul style="list-style-type: none"> <li>• Delegate Effectively</li> <li>• Adapt How You Delegate to Different Styles (Optional)</li> <li>• Recognize and Reward Your People</li> </ul>	5.5 - 7 hours
Coaching Session 3	<ul style="list-style-type: none"> <li>• Meet with Participant, Participant's Manager, and Facilitator</li> <li>• Define and Agree On Next Step Leadership Development Action Plan</li> </ul>	1 hour