

“It was inspiring to hear my manager’s Leadership Point of View; it was the best hour of my year.”



## LEADERSHIP POINT OF VIEW

**A powerful tool for creating connection and alignment with your people.**

Your Leadership Point of View process provides an opportunity for self-reflection and allows you to become more intentional in your leadership. It paints a picture that allows you and others to see the consistency between your values, your words, and your actions. Reflecting on and then writing about your Leadership Point of View is a process designed to help you

- Be more authentic, more fully yourself as a leader
- Show up as who you are, not as who you think you should be as a leader
- Become more intentional in your leadership
- Become more congruent in your leadership
- Inspire others to think about their values and their Leadership Point of View

By sharing your Leadership Point of View with your colleagues, you accelerate their understanding of what makes you tick and their sense of connection with you. Letting others learn about the key people and events in your life, and sharing your values, makes you more authentic and accessible in their eyes. Many find that once they communicate their Leadership Point of View, they win over the hearts of their people and discover their people will

- Be committed to achieving what is important to you and your organization
- Remember what you say when you talk to them
- Be quicker to act on your requests because you have built trust
- Strive for excellence and want to give you their best
- Commit to staying with the organization and growing with you

### LEARNING OUTCOMES

- Ensure leaders understand how articulating their Leadership Point of View can benefit them as a leader
- Help leaders gain insight on who and what shaped their leadership values
- Help leaders reflect on, write, and share their Leadership Point of View with others

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## PROGRAM FORMAT

Developing a Leadership Point of View (LPOV) is largely a coaching process, which varies from client to client. Some organizations ask Blanchard to coach their leaders in reflecting on, crafting, and sharing their Leadership Point of View with their team. This typically involves an initial face-to-face meeting and/or a series of coaching calls.

In other cases, we work with leaders in a face-to-face classroom setting to prepare them to share their Leadership Point of View with a class of other leaders who will do the same exercise. When the outcome of the coaching is a presentation to other leaders in a leadership development experience, the steps in the process are as follows:

**Step 1:** Gain organizational support and identify a key leader who will be coached to reflect on and share his or her Leadership Point of View in the training.

**Step 2:** Coach this individual on presenting his or her Leadership Point of View as a demonstration of what a Leadership Point of View feels and sounds like.

**Step 3:** Set up a minimum of a half-day Leadership Point of View face-to-face session or a two-hour virtual session for each of the leaders in your organization.

**Step 4:** Email the Leadership Point of View prework to all participants.

**Step 5:** Conduct the half-day training sessions in which the leader you coached presents his or her Leadership Point of View and other leaders are engaged in reflecting on key people and events in their lives, their values, and the expectations for themselves and of others. Request that leaders develop a first draft of their written Leadership Point of View.

**Step 6:** Schedule peer coaching sessions in two to three weeks—ideally, three individuals and a coach (you), who will listen to a first draft presentation of each participant's Leadership Point of View and provide feedback.

**Step 7:** Ask leaders to revise their Leadership Point of View and, once they are satisfied with it, present it to their teams.

When you share your Leadership Point of View, your people have the benefit of understanding where you are coming from and have a clear expectation about what you expect from them and what they can expect from you.

For more information, please contact your Blanchard Sales Associate.



### WHO SHOULD ATTEND?

Leaders at all levels

Individual contributors who aspire to lead others

High potential employees

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