

# Leadership Advantage

A joint program with the legacy United Suppliers LEAD Ag Retail Program

## PROGRAM BENEFITS

- Develops skills and capabilities needed for tomorrow's successful leaders.
- Delivers critical content relevant for meeting today's rapidly changing business and talent needs.
- Builds self-awareness through use of 360-degree feedback that builds individual development plans used throughout the program to address personal growth and development opportunities.

## WHO SHOULD ATTEND

New or emerging leaders with current or future leadership responsibilities and aspirations.

## DURATION

9 months

Leadership Advantage is a premier Land O'Lakes development program. This 9-month learning experience is designed for cooperative and independent dealer managers and leaders who have demonstrated both sustained business performance and the potential for future leadership. This key development course provides high-impact leadership development for strategic and executional growth, and is an integrated suite of learning experiences designed to expose emerging leaders to the multidimensional nature of leadership.

## Leadership Advantage includes:

- 360-degree leadership development feedback from a participant's manager, direct reports, colleagues and peers.
- One-on-one coaching from Land O'Lakes credential resources to create a personalized development plan that is reviewed throughout the program.
- Three interactive, instructor-led learning experiences that build leadership skills and capabilities in critical management and talent development areas.
- Peer mentoring to provide insights and networking with leaders who have experienced challenges that match the participant's development needs.

## Dates for Leadership Advantage VII:

- **Shape the Future:** Tuesday July 25, 2017 - Thursday July 27, 2017
- **Mobilize Talent:** Tuesday December 12, 2017 - Thursday December 14, 2017
- **Drive for Results:** Tuesday February 13, 2018 - Thursday February 15, 2018

## Logistics for Leadership Advantage:

- All 3 sessions are held near the Land O'Lakes Corporate Office in Shoreview, MN.
- One group evening event is included during each 3-day session to help build relationships and provide additional networking opportunities.
- Hotel accommodations are available nearby to the training session site.
- To register, participants can use this link at <http://www.cvent.com/d/45q0c7>.

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## PROGRAM OVERVIEW

<p><b>Session 1 – Classroom</b> <b>July 25 – 27, 2017</b> <b>SHAPE THE FUTURE:</b></p> <ul style="list-style-type: none"><li>• Expectations of Leaders</li><li>• Leadership Foundations</li><li>• Your Leadership Legacy</li><li>• DiSC - Work of Leaders: Vision, Alignment &amp; Execution</li><li>• Getting Ready for Your 360° Feedback</li><li>• Advanced Leadership Concepts, Principals &amp; Application</li><li>• Self-Study: Read “Work of Leaders” book</li></ul>	<p><b>Group WebEx</b></p> <ul style="list-style-type: none"><li>• Understanding Your 360° Feedback</li><li>• Creating Your Individual Development Plan (IDP)</li></ul> <p><b>2 One-on-One Phone Coaching Sessions</b></p> <ul style="list-style-type: none"><li>• Reviewing Your Individual Development Plan with Development Coach</li><li>• Self-Study: Read “Crucial Conversations” book</li></ul>	<p><b>Session 2 – Classroom</b> <b>December 12 – 14, 2017</b> <b>MOBALIZE TALENT:</b></p> <ul style="list-style-type: none"><li>• Individual Development Plan Review</li><li>• Crucial Conversations</li><li>• Situational Leadership II</li><li>• Individual Assignment: Prepare 5-7 minute Learning Presentation to be given during Session 3</li></ul>	<p><b>Session 3 – Classroom</b> <b>February 13 – 15, 2018</b> <b>DRIVE FOR RESULTS:</b></p> <ul style="list-style-type: none"><li>• Individual Development Plan Review</li><li>• Strategic Execution</li><li>• Leading Change</li><li>• Finance: The language of business</li><li>• Participant Learning Presentations</li><li>• Participant Graduation</li></ul>
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## PROGRAM DESCRIPTIONS

**DiSC – Work of Leaders Assessment:** Discover your DiSC leadership style and learn a simple three-step process to help you approach the fundamental work of leaders: Vision, Alignment, and Execution. Based on best practices and four years of developmental effort, Work of Leaders connects to real-world demands, generating powerful conversations that provide a clear path for action.

**Crucial Conversations - Tools for Talking When Stakes Are High:** A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary, and emotions run strong. These conversations—when handled poorly or ignored—lead to strained relationships and dismal results. However, when you can speak and be heard (and encourage others to do the same), you’ll surface the best ideas, make the highest-quality decisions, and then act on your decisions with unity and commitment.

**Situational Leadership II (SLII):** This program is recognized as both a business language and a framework for employee development that transcends cultural, linguistic, and geographical boundaries. Its foundation lies in teaching leaders to diagnose the needs of an individual or a team and then use the appropriate leadership style to respond to the needs of the person. In this program, you will: 1) Learn how to use situational leadership to achieve greater productivity by infusing energy, self-reliance and drive within your employees; 2) Increase your effectiveness in setting goals, providing clear direction, listening, observing, monitoring and giving feedback and; 3) Retain your most talented employees by being more responsive to their development needs.

**Leading Change:** Is designed to help you better understand change and what it takes to lead successful change efforts. To create organizational change, one must focus on the personal changes needed to make and sustain change. This program provides background about how to navigate change successfully in your organization on both a personal and organizational basis.

**Understanding Finance:** Finance is the language of business, so this program is designed to help you feel comfortable dealing with key concepts, terms, ratios and calculations that can help you in running a department or justify the need for new equipment, people or other resources.