



# The Advanced Leadership Training Program

A Unique Leadership Development Opportunity for Private Sector Professionals

## Cultivating Leadership

The Advanced Leadership Training Program provides instruction on leadership and guides motivated learners through exercises and practice opportunities. Participants in the Advanced Leadership Training Program learn through discovery, and are able to apply what they learn in their current work.

## WHAT THE PROGRAM OFFERS

- **A unique opportunity to network** with regulators, non-profit representatives and other similarly situated business colleagues. Interact with them in a new setting, gain new perspectives, and make connections that won't happen elsewhere.
- **A skill building experience** that will change how you view teams and how to trust in the team and the individuals.
- **A leadership learning laboratory** – you choose a project to work on as part of your leadership development. Your project provides a place to practice the leadership lessons, while taking action in an area that is important to you.
- **Four 'retreats'** to learn, practice new skills and remind you of what is possible. (Different locations in Colorado, New Mexico and Wyoming.)
- **Cost effective professional development** - \$3,995 tuition covers all but your transportation and a few meals. (Retail value is over \$10,000.)

## BENEFITS TO YOU

- Awareness of your leadership strengths and opportunities for development.
- Expanded toolkit of leadership principles and practices.
- Increased confidence as a leader.
- Improved supervisory and leadership skills.
- Enhanced communication skills that are useful in many important situations.
- Expanded professional network.
- Opportunities to clarify and focus upon what you want to achieve.





## All of the easy problems have already been solved

If it's an easy problem, the solution involves good management. If it's a complex problem, there are many stakeholders, no agreement on a solution, and all views have validity. In the Advanced Leadership Training Program, Fellows learn the principles of Collaborative Leadership and improve their ability to lead a collaborative process. They learn what a leader of a collaboration *must* do in order for a disparate group of stakeholders to achieve success. They study the characteristics of successful teams and collaborations. They also study a variety of other approaches to leadership so that they can know when to use the collaborative process and when to use another leadership style.

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[www.rihel.org](http://www.rihel.org) 

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## WHAT IS TAUGHT

- **Collaborative Leadership & Exemplary Leadership Practices** – How to solve problems across a range of interests, such as community members and the regulators. How to be a leader when you are not the boss. The program includes comprehensive 360 degree feedback on your leadership practices.
- **Difficult Conversations** – Leaders need to overcome obstacles and sometimes that means having difficult conversations. The training includes tools and practice for those conversations.
- **Diversity Assets** – More than your standard diversity training. A practical exploration into what is meant by diversity, why it is important, and how it applies to leadership.
- **Communication** – Understand your preferred *influence style*, how to craft an effective elevator speech to promote your idea, and create a compelling story to illustrate it.
- **Systems Thinking** - a model for understanding the multiple layers of the current reality on any issue, and a process for identifying key root causes in support of effective strategic planning.
- **Coaching** – Immediately useful skills if you are a supervisor or in a coaching role. The specific coaching skills, especially listening and questioning, are valuable not only in coaching conversations, but in just about any other kind of situation or conversation. The program also provides every participant with a RIHEL peer coach for the experience of working with a strategic thinking partner, and to support participants' leadership development goals.

**Applications Due April 30<sup>th</sup>**

*Program Details and Online Application at*  
**[www.RIHEL.org](http://www.RIHEL.org)**