

The "PACE Leadership Program; The 'I' of the Hurricane" is comprised of five high-impact modules that equip participants with the 'must know' skills required to simplify and deal with the challenges facing today's organizational leaders.

Based on the concepts in the best selling book "The 'I' of the Hurricane" by Art McNeil, EMC and Solutions Plus have worked together to design and develop this program in conjunction with industry... using a revolutionary formula for demonstrating the role that leadership plays in an organization and how to improve our signaling of leadership vision & values.

Leadership is more than management, it is the ability to provide direction to an organization in motion. By creating the Will to Win and the desire to belong, understanding values, vision, signaling and appropriate response to challenge, unlocks energy and encourages innovation.

PACE Leadership Program; The 'I' of the Hurricane" covers the following subjects:

Leadership and Management: How do you spend your time?

The 'I' of the Hurricane Model (how it all fits together)

Values: What you believe in?

Vision: Where we are going?

Signaling Skills: How you get across to people what is important?

Challenge: Why challenge is natural and why people challenge?

Appropriate Leader Response: How you respond to challenge?

Skills Development Program Outline & Objectives

Module 1: Leadership and Management

- Why Change? Leadership and Management
- Understand peoples' 12:1 negative programming and relate this to their own situation, the need to keep an open mind regarding leadership issues, and the need to adapt and change their behaviour as required.
- Define management and leadership.
- Understand where these concepts are different and where they are similar.
- Determine the balance of management and leadership activities in their own situation.

Module 2: Vision

- Define vision and its relationship to the model.
- Describe the difference between vision and business plans.
- Develop or review a vision for the preferred future state.
- Evaluate how you live the vision of the company.

Module 3: Values

- Define values and their relationship to the model.
- Understand how values generate alignment.
- Identify the relationship values have in our past/present/future.
- Develop strategies to uncover core values.
- Describe the roles of values in guiding our actions and behaviours.

Module 4: Signaling Skills

- Define signaling skills and their relationship to the model.
- Identify specific signals that support a particular vision or set of values.
- Demonstrate signals that are consistent with a particular vision and set of values.
- Plan a signaling strategy for day-to-day behaviours.

Module 5: Challenge & Appropriate Leader Response

- Define challenge and appropriate leader response and their relationship to the model.
- Identify inappropriate and appropriate responses to specific challenges.
- Identify a potential challenge and plan an appropriate response.
- Design activities to encourage challenge from within.

