



SLA Monthly Live Streaming Schedule

Our live streaming discussions will take place on the last Wednesday of each month, except for holidays. Members have free access to the discussion and the recordings library. Non-members may join a discussion for \$39 and will have access to the recording for 1 week.

The topics are based on our 15 Habits of Leadership, Culture, and Strategy. Each session will include:

- A discussion of the subject
- Historical examples, and nonprofit cases,
- An open discussion to exchange ideas and ask questions
- Practical tips that you can implement so you can grow your skills right away
- A downloadable worksheet so that you can create your own game-plan for growth in each subject

Here is the schedule. Topics are subject to change given availability of guest speakers and member input.

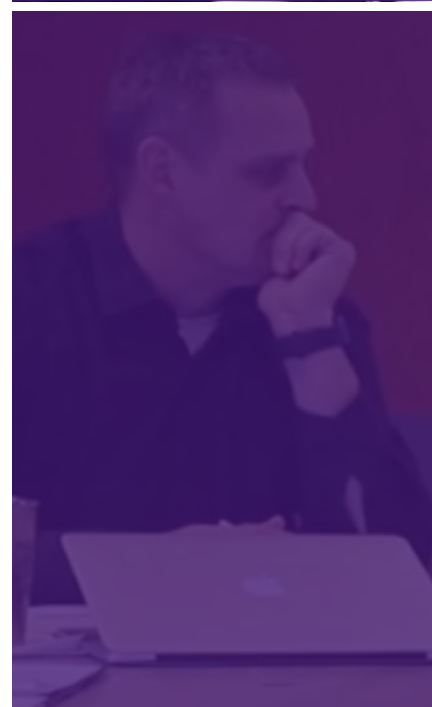
Meeting times are 12 – 1 pm Central Time.

2019

October 30 – Leader Authenticity: Your WHO, WHY, and HOW. We will discuss each element of authenticity and provide you with ways to determine your WHO, WHY, and HOW so that you can bring out the best in yourself as a leader and always put yourself in a position to succeed no matter how challenging the task.

November 20 – KSLA's PROM Leader-persona method. We will discuss each Leader-Persona; learn about the characteristics of healthy, average, and unhealthy types; tips for staying in the healthy range; suggestions for how best to manage other personas; and how to help your leadership bring out the best in you.

December 18 – Three Core Principles of Leadership: Putting Trustworthiness, Respect and Stewardship into action. We will outline the three principles, provide you with historical, business, and nonprofit cases, and practical ways to put the principles in action.





2020

January 29 – Practicing Empathy. We will learn about the power of empathy; how effective leaders from multiple contexts practiced it; and how you can use our empathy map to help you improve your understanding of your customers, competitors, leaders ... even your spouses!

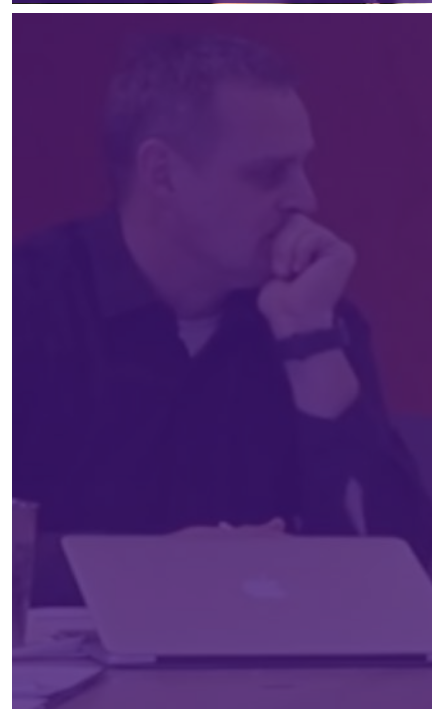
February 26 – Taking Responsibility. There's a difference between Responsibility, Accountability, and Blame – and a different role for each. We will look at how Responsibility and Accountability are essential for innovation and a healthy organizational culture.

March 25 – Connecting the WHY. How can you connect what your employees do every day to a larger, compelling WHY? This simple approach alone has been able to double employee engagement. We'll discuss ways to make connecting the WHY part of your leadership habits so that you help your employees and teams make the best impact.

April 29 – Forging Balanced Teams. Effective leaders recognize the value of diverse teams. Physical diversity - diversity that you can see - is very important. Equally, and sometimes more importantly, is diversity of the mind. We discuss how to build a balanced team using our PROM Leader-Persona method; provide you with examples of balanced and imbalanced teams; and suggestions on what to do if balance is lacking on your team.

May 27 – Aligning Values and Practice. Have you ever heard of an organization whose workplace practices contrasted badly with the nice-sounding values on the office walls? This problem happens too often and creates major workplace cynicism. We will show you how to determine your ideal workplace culture and create a set of values and expectations that enable you to “hire for culture” in an ethically responsible way, so that you have diversity and people who are a good fit.

June 24 – Building Resilience. When the going gets tough, and every organization faces tough challenges and difficult times, the best leaders want employees and teams that step up and emerge stronger from the experience. We will discuss examples of resilience and the common themes that helped leaders build it in advance, so their team responded to major challenges and thrived.





July 29 – Stopping Toxic Leaders. Toxic leaders can cost an organization an estimated \$14,000 per affected employee. There are different reasons why managers become toxic. A few are jerks. Others become toxic when set up for failure. We'll discuss all of these and tips for dealing with them.

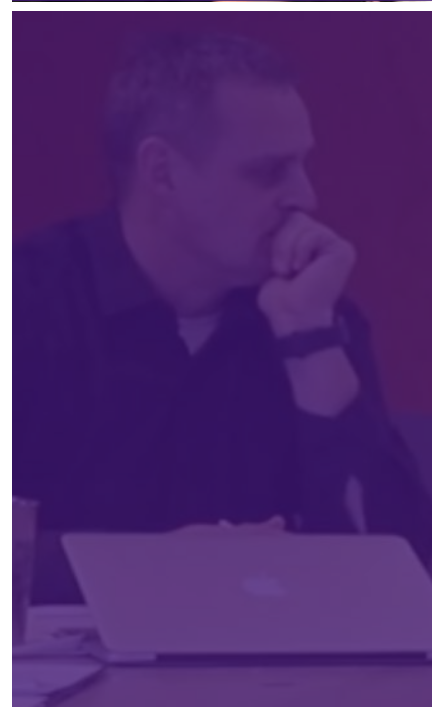
August 26 – Positioning High-Impact Leaders. As you know, putting people in the right position with the right team around them is critical for success. We will discuss ways to do that consistently so that your top priorities get the right talent.

September 30 – Strategy governs Plans. There is a difference between a strategy and a plan. Your organization needs both. We will talk about the distinctions, the role each plays, and how you can get them working for you and your team.

October 28 – Managing Silos. Silos are a double-edged sword. Organizations need functional expertise to get routine things done routinely and to a high standard. Too much focus on functional performance, however, creates damaging silos. Many silo-busting efforts, on the other hand, backfire because the organization loses competence. We will discuss ways to integrate the efforts of your teams toward your top priorities and desired outcomes.

November 18 – Embracing Complexity and Uncertainty. Actors and factors that you do not control, but which affect your team's ability to achieve your goals, create complexity. Too many try to cope with complexity (which means interwoven) by treating the situation as complicated (which means multi-layered). This tendency creates overly rigid plans, deceptive forecasts, and high risk of confirmation bias. We'll share ways to understand and deal with complexity and one of its most difficult products – uncertainty.

December 23 – Building Intellectual and Emotional Courage. We tend to think of courage in physical and moral terms. Leaders in highly competitive situations need intellectual and emotional courage to make sound decisions and provide psychological safety for their employees to innovate and compete effectively. We look at practical ways to build those qualities.





2021

January 27 – Developing a Learning Organization. As you know, organizations that succeed sustainably learn and adapt effectively. We will discuss best practices in developing a learning organization, as well as common pitfalls to avoid.

February 24 – Building a Culture of Excellence. A Culture of Excellence is an unassailable competitive advantage. No one can ever take it from you. Part of the reason 90 percent of strategies are not executed effectively is because they are out of sync with the organization’s culture. We will discuss the core elements of building a culture that leads to sustainable success.

March 31 – Managing Change. Actors and factors that you do not control create a dynamic environment that forces leaders to manage complexity and change. However, according to recent surveys of senior executives, the failure rate for major change initiatives is nearly 50% and comes at huge cost. We will share ideas on ways to manage change that gains buy-in from your employees.

April 28 – Promoting Innovation. The stress to remain competitive in any business can bring out the best and worst in people. Invariably, innovation ruffles feathers, breaks china, and disrupts the status quo. It does not have to be toxic. Innovation that creates sustainable growth emerges from quality leadership and a rich and diverse culture.

May 26 – 5 Steps to Building your Strategy. According to Robert Kaplan (Balanced Scorecard) ninety percent of organizations fail to execute their strategies successfully. Part of the reason, we found, is culture. Another part is over-engineered “strategic plans.” We will discuss KSLA’s 5-D Strategy Method™ and how you can use it to build a flexible strategy and a business plan that heightens performance and employee engagement.

June 30 – Decision-making in Risk and Uncertainty. Leaders in highly competitive environments face extreme levels of risk and uncertainty. Rarely does prior experience at lower levels of an organization prepare one for these challenges. Fortunately, there are ways to prepare leaders to thrive in these environments.

July 28 – Servant, Transformational, Charismatic, and Transactional. We will discuss these four main leadership styles, their key differences, and how you can help your leaders move from Charismatic and Transactional toward Servant and Transformational.

