

“.. (L)eaders are not born. Leaders are made,
and they are made by effort and hard work.”
Vince Lombardi

The Leaders Circle

High-impact leadership development for small groups (6 – 12 participants) of experienced managers and professionals featuring:

- Year-long program of monthly half-day seminars
- Quarterly one-on-one executive coaching
- In-depth peer group feedback, insight and perspective
- Intense development in the skills that matter most for effective leadership --- strategic planning, coaching, communicating, motivating, setting and achieving goals, managing change, clarifying personal vision, building high-performance teams, consulting and partnering

Participate in one of our programs with a strategic mix of participants, backgrounds, and experience. We launch new groups two – three times each year. Or, have us custom-design and deliver a program specifically for your group or organization.

“The program helped me become a better leader, colleague, father ... I really enjoyed the atmosphere that allowed for personal attention.”

Douglas Noonan, Director, Corporate Real Estate, Reebok Corporation

“The group is so powerful that you apply the data immediately.”

Brad Keyes, Director, Business Development, Keyes North Atlantic

Lasting Results

Most leadership training uses one-time seminars: two, three, four, even five-day retreats. This approach is intense and efficient, but ineffective in the long run. In one-time programs, participants focus on fresh insights and ideas but neglect the more difficult issue of how to apply what they learn.

The Leaders Circle program outperforms one-time leadership training because it builds the application of new skills and insights into its program design. Everything about the Leaders Circle program design, plan and delivery focuses not just on new ideas but on putting those new ideas into practice everyday:

- The year-long program builds in continuity, applications and follow-through
- Participants work on applying new insights between sessions and discuss their results as the program progresses
- Group members learn enough about each other to provide meaningful feedback, input, support and challenge
- Sessions are held in participants' offices, closing the gap between the seminar room and participants' everyday work

Who Should Participate

Any experienced manager or professional will benefit from the program. People who achieve outstanding results include those who:

- Have reached a plateau in their development, growth and advancement
- Want to explore "the next level"
- Have a track record of acquiring new perspective and skills
- Are looking to redefine and broaden their jobs and responsibilities
- Want to add more value to their organization
- Are open to trying new skills and strategies
- Want a challenge in developing new competencies

Outcomes, Benefits

Training is intangible, but thoughtful training delivers tangible results. The Leaders Circle program provides important outcomes and benefits both for participants and their organizations:

- Professional and career development, increased promotability and growth
- Enhanced bottom-line job performance and productivity
- Development and enlargement of job responsibilities for maximum value
- Increased perspective to identify key issues and emerging opportunities
- Increased job satisfaction, focus and motivation
- Improved, enlarged skills base and performance of key leadership tasks
- Development of lasting peer resource network
- Clarified, updated personal vision and goals
- Closer alignment between individual performance and organization goals
- Participants' ability to redefine their job responsibilities for maximum value
- Participants' strengthened working relationship with their managers
- Professional development needs met, resulting in improved retention, reduced turnover

Program Core Topics

Skills development provides the foundation of the Leaders Circle program. All groups work from this syllabus, which features the skills and strategies most important for leadership effectiveness. At the same time, we customize the program substantially, varying emphasis and focus within these topics to reflect each group's interests and needs.

1. Before Your Group Meets

Begin when you're ready, you don't have to wait for the formal "group start." We provide you with a Start-Up Kit and ask you to begin by assessing your real strengths and weaknesses, past successes and failures, identifying key competencies you want to develop.

2. Clarifying Learning Goals

Your goals may change over the course of the program, but where are you starting? What do you want to accomplish in the program? What do you want the program to achieve for you? What do you want to learn? What would you like to come out of the program with?

3. Taking Stock

Early on, you focus on developing an objective, comprehensive assessment of your performance strengths and weaknesses. We use confidential 360-degree surveys, interviews and direct observations to provide a clear sense of what you are bringing to your future.

4. Clarifying Personal Vision

Identifying core preferences and shadow. What constitutes the in-depth you? What are the sources of your deepest feeling of job satisfaction, drive, purpose and connection with your core? Recognizing the in-depth sources of energy that drive you provide essential foundations for your goals, vocation and self.

5. Learning To Set and Achieve New Goals

Core concepts and skills for setting and achieving new goals and vision. Avoiding common mistakes. Balancing what's possible with what's achievable. How high is too high? What's necessary, what's interesting, what's important. Learning to break your own mold with new methods and approaches. .

6. Managing Change

Taking your next steps means managing change in your organization, your work day, your goals, your personal life. Must change be traumatic? Understanding why change is difficult. Learning what you can do to embrace change and manage it for optimal comfort and results.

7. Improving One-On-One Communications Skills

Much leadership does not occur in formal speaking engagements but rather in the everyday one-on-one communications leaders have with peers, partners, senior management, direct reports. How to give and receive feedback, deliver constructive criticism, motivate and inspire, collaborate and brainstorm, coach and counsel. Increasing skill with collaborative, win-win approaches to communications.

8. Improving Group Communications Skills

Beyond Presentations 101: How to present your ideas with comfort, skill, full conviction, energy and passion. How to lead meetings for full, even engagement. Why and how to increase productivity and follow-through of any team. How to turn your group into a high-performing team.

9. Increasing Partnering Effectiveness

How partnering determines your overall performance and success. Improving partnering results with clients, users, peers, other organizations, other departments. What partnering is and is not. Understanding, applying partnering methods in your own situation.

10. Strategic Thinking, Strategic Planning

How to think more strategically. Why and how you can do strategic planning for your team, group, department, organization. How and why to use survey data effectively. Developing effective goals. Fully implementing your plan. Linking strategic planning and organizational learning. Learning to learn.

Program Logistics And Details

Start-Up. While other leadership training programs begin on pre-advertised dates, the Leaders Circle Next Steps program begins when we have a critical mass of participants that forms an effective learning group of 6 – 8 participants. We build groups carefully to feature a strategic mix of participants, personality types, backgrounds, interests, positions and experience. We begin new groups two – three times a year.

Scheduling. We work with participants to schedule half-day meetings about once a month, based on participants' convenience and obligations. Sessions meet in rotation at participants' offices so that they become familiar with one another' working environments.

Follow-Through. In addition to monthly group meetings, we also ask participants to meet with one other group member about once a month to increase understanding of each other's work situations. We also provide quarterly one-on-one executive coaching for participants to enable them to link group discussions with their individual interests.

Homework. In the sense of written assignments, there is little if any "homework." However, we always ask participants to apply the concepts and skills we work with, and devote substantial group discussion to exploring participants' efforts to *apply* what they learn.

Program History and Leader

Dr. William C. Ronco leads the program and conducts most of the individual topic sessions. He began the program over nine years ago and has led over twenty-five groups. Half of those have been public programs drawing from a mix of organizations. The other half has been customized programs in organizations for specific groups.

Dr. Ronco has over twenty-five years experience providing leadership and management training for thousands of executives and professionals. He works in a wide range of organizations including Fortune 500 corporations, research and development organizations, colleges and universities, pharmaceutical companies, professional firms and government agencies.

Dr. Ronco's work in partnering, teambuilding and change management has earned him an international reputation as an outstanding management and organization consultant. Author of the *The Partnering Solution* (Career Press, 2005) Dr. Ronco has led over a hundred successful partnering projects in design and construction and another hundred cases outside construction in outsourcing, strategic alliances, mergers and the public sector. He has also written *Food Co-Ops* and *Jobs* (both published by Beacon Press) and, with Lisa Peattie, *Making Work* (Plenum Press).

Dr. Ronco was a professor at Northeastern University College of Business. He has led seminars for Harvard Graduate School of Design, Boston University, the Boston Consortium For Higher Education, Institute of Professional Education, CORENET Global (Corporate Real Estate Executives) and the Biopharmaceutical Applied Statistics Association. His seminar programs consistently earn 90% "Excellent" evaluations. He initiated and continues to direct Young Professionals programs for both the Boston Society of Architects and the Massachusetts Associated General Contractors.

Dr. Ronco earned his B.A. at Rutgers University, his Ed.M. at the Harvard Graduate School of Education and his Ph.D. in Urban Planning and Education at the Massachusetts Institute of Technology. He resides in Bedford, Massachusetts with his wife, Jean, and family.

Program Fee, Comparisons, Cost-Benefit

Fee for the 12 month Leaders Circle program is \$5,200. This level of fee compares very favorably with one-time leadership retreats and seminars. One five-day leadership institute program costs \$6,400. A four-day university leadership seminar costs \$4,800. Two-day seminars we lead for local universities cost \$1,495. *None of these one-time programs provides the continuity, follow-through, focus on applying skills or lasting results of our year-long program.*

Considered as an investment, the fee provides outstanding returns. The Leaders Circle program:

- Improves immediate job performance and productivity
- Builds skills for new job responsibilities and opportunities
- Increases job satisfaction and focus
- Reduces employee turnover, strengthens retention for key employees
- Increases the flow of new ideas and innovation into the organization
- Provides professional development beyond the organization's internal resources
- Increases bench strength and leadership competence

To Register

Please submit a copy of this sheet for each registrant.

Name _____

Company _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

E-mail _____

Program fee of \$5,200 includes eleven monthly half-day seminars, one full-day seminar and quarterly one-on-one executive coaching. Please make checks payable to Gathering Pace, Inc. **Please fax (781- 275-2424), send as email attachment, or mail this form to:**

Dr. William Ronco
Director, Leaders Circle Programs
Gathering Pace Consulting
28 Gould Road,
Bedford, MA 01730

Questions? Feel free to contact William Ronco at (781) 275-2424 or by email at wronco@gatheringpace.com

Tell Us About Yourself

Shortly after you register we will contact you to learn more about your background, current situation and future plans. We do this in order to build productive professional peer groups. To provide a sense of what we will be asking, you can get started thinking about the following questions. You may submit your thoughts in writing, and/or discuss them by phone with us. If you'd like to submit your written responses, email them to program director William Ronco at wronco@gatheringpace.com

1. What is your current job title, including major roles and responsibilities?
2. Tell us the key points that describe your work history, recent and long term progress, changes in roles, etc.
3. What do you consider to have been 2-3 major successes you've had?
4. What do you consider to have been 2-3 of your major shortcomings or disappointments?
5. What tasks / aspects of your job provide the deepest levels of job satisfaction?
6. What major competencies do you want to develop?
7. What are your major feelings, hopes, concerns about yourself in the next 10 years?
8. What outcomes would you like to achieve as a result of participating in the program?