

Why Develop Your People?

- Strengths Based - We believe that everyone is uniquely made, skilled and gifted to provide value in their spheres of influence – the ultimate in diversity
- Virtues/Values Based - We believe that everyone has untapped potential
 - Successful people can be more
 - Challenged people can be more
- Growth Mindset Based - We believe it is a leader's responsibility to grow themselves inwardly and outwardly, continually setting vision and help everyone in their care to grow to understand what their unique contribution is; to help them articulate their value proposition and align that with corporate objectives; to reap the rewards in productivity and results

How Do We Help You and Your Team Better Collaborate?

The 12 Virtues of Leadership learning model inverts your team, servant leadership, at every level, aligns strengths, overcomes weaknesses and misalignments to grow results.

What's the Learning Process?

We meet in six 10am – 5pm classes, then join the aitp Chapter Meetings for networking keynote speakers and dinner. Separated by one month for soak time, online testing towards certification and individual self-directed learning. This guides the individual

manager and/or team to learn, change and grow infinitely towards a new way of collaborating that acknowledges everyone's strengths, skills and roles to innovate together. Individual action plans are created in month one and enriched as the learning progresses. Each class includes a review from 9-10am of the entire 12 virtues model, so participants can join at any time.

January – June, July – December are the annual class cycles.



Results You Should Expect

Results:

- Clarity of Purpose
- Increased engagement
- More production / same staff
- Innovation and palpable forward momentum
- Alignment between managers and staff
- Growing results

Book List:

Self-Mastery

- Strengths Based Leadership
- The Family Virtues Guide
- 12 Rules for Life: An Antidote to Chaos
- Five Levels of Leadership

Team Dynamics Mastery

- The Advantage
- Dream Manager
- Dare to Serve
- Crucial Conversations
- Survival of the Savvy



When Do We Start – January or July 2019

Where: Las Colinas Country Club, Las Colinas, Texas

Dates/Fees

AITP DFW – 4th Tuesday, 9 - 4:30pm

Participant Fee: \$3,500. Includes AITP membership and dinners for a year, books, breakfast, lunch for the session. \$500 for certification when available.

2019 Dates	
4th Tuesday of each month held before aitp DFW Meetings	
Session A	Session B
January 22 nd	July 23 rd
February 26 th	August 27 th
March 26 th	September 24 th
April 23 th	October 22 nd
May 28 nd	November 12 th (2 nd T)
June 25 th	December 10 th (2 nd T)

Facilitation Team

Mike Shaw, Facilitator [LinkedIn](#), Certified Gallup Strengths Coach, 2016 – Present Leadership Forum Facilitator

Mike is a one of a kind, living encyclopedia of strengths knowledge with extra ordinary individualization capability. The power of his humble approach is his ability to genuinely describe personalized strengths application to those new to the practice and to other experts with alternative approaches. Mike has a long managerial success history and has three volunteer activities that further inform his powerful focus on strengths. For a dozen years Mike has been a Stephen Minister practicing listening to those who need to be listened too. He also leads a grief group at his church and has personal experience which fuels this passion to serve. Finally, he is a career transition group facilitator and helps people orient their new opportunities.

Mark Snyder, Facilitator [LinkedIn](#), 2016 – Present aitp DFW Board member, 2004-Present Leadership Forum Facilitator

Mark is a seasoned business leader with more than 44 years of experience, 35 plus at executive levels. He is passionate about the coaching and development of future leaders and believes leadership occurs at all levels of the business, not just in the executive suite. He is known for developing high performance teams and developing talent who have gone on to fill leadership roles in some of the US's leading organizations.

His business experience includes 18 years of successful ownership of a specialty global consulting firm providing guidance and management consulting. In addition, he served in leadership roles with Exxon, JamesMartin+Co, Oracle, Cognizant and Infor. He is a Master's Degreed Engineer who has been a respected facilitator, instructor and guest speaker at UT Arlington, University of North Texas and for a variety of professional organizations; and has authored or co-authored publications for The State of Texas, the 11th Federal Reserve District, IIE Proceedings and the MIS Quarterly Executive.

Mike Rochelle, Program Director [LinkedIn](#), Co-Founder and Facilitator DFW Regional Leadership Forum 2000-2015, President aitp Dallas 2015-Present, 1998 – Present Leadership Forum Facilitator

Mike is founder and chief people developer at Mike Rochelle and Associates, a Management and Leadership Development consultancy. He helps clients reenergize their people through individual coaching and group development programs and exercises. Mike is about people and organizational talent / strength development from cradle to productive senior giving. Mike helps individuals, teams and organizations to define and continuously improve their impact on their world. Whether as a friend, consultant, manager, employee, co-worker, and volunteer/leader he wants to help. Trained by Gallup, Bill Harrison, Ed Mathison and Dick Dooley, Certified by Vital Smarts and Covey. 3,500+ leaders served.



Applications

Contact AITP member Don Hartman at don.hartman@gmail.com to apply.

Learning Objectives

Session 1

Strengths Based Leadership

- There are no two individuals with the same giftedness, the ultimate diversity.
- Learning to love one's own and one's team's strengths is the beginning of building a truly individualized, yet cogent high performing team.
- Lack of strength can be augmented through utilizing one's dominant strengths to create it or through partnering with team mates who possess it.
- Systematic enculturation of strengths provides a proxy for intimate knowledge and individualized relationship to accelerate trust and results
- Begin your action plan for success. (Builds each session)

The Family Virtues Guide

- There are universal truths that all cultures embrace – Trust is broken when they are ignored
- Heartfelt caring will lead to positive cultural means to obtain desired ends

Session 2

12 Rules for Life: An Antidote to Chaos

- What is your Why and Why does it matter?
- Meaning and Purpose are the antidote to Chaos, disengagement and disenchantment – find yours, your families and your teams Why and alignment with the corporate Why

Five Levels of Leadership

- Self-analysis of managerial/leadership activities to build one's self and team
- Trust based team feedback from individual team members to build individualized plans

Session 3

The Advantage

- Strawman organizational planning cadence and activities to overcome the dysfunctions of a team and focus strategies to achieve objectives

Dream Manager

- Leader led dream setting for 5-10 years plus for each team member
- Leader ties individual dreams to individual's goals that support the team's strategies and objectives

Session 4

Dare to Serve

- As a servant leader build a hierarchy of need for your People, Customers and Investors to serve the robust needs of all three
- Connect everyone to the value they provide to each other, customers and investors

Session 5

Crucial Conversations

- Teach Strengths based conversations for positive encounters so build trust for crucial conversations
- Become a crucial conversation leader to tell anybody, anything to move forward together

Session 6

Survival of the Savvy

- Learn to be an ethically savvy leader to drive results
- Complete your action plan for success

