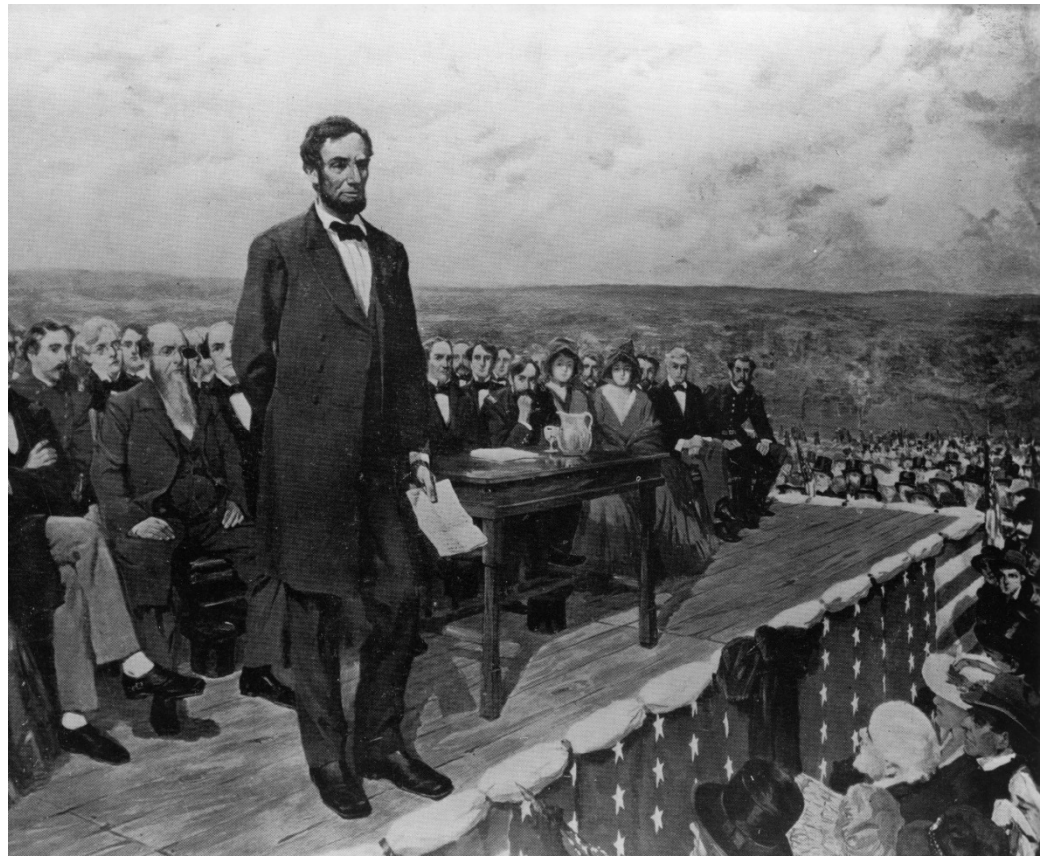


BUILDING TRUSTED LEADERS



H2G

At The Lodges at Gettysburg

Our objective is to provide a unique experience that creates and builds a mindset and offers the tools for people to become trusted and influential Leaders. We desire all participants to discover and unleash their “Full Measure” - their highest human potential.

Building Trusted Leaders

AT THE LODGES AT GETTYSBURG

THE “BUILDING TRUSTED LEADERS” PROGRAM OFFERS

- A one-of-a kind secluded and private venue at The Lodges at Gettysburg in historic Gettysburg, PA;
- An expert multidisciplinary faculty with over 400 years of combined leadership experience in special operations, academia, US national security, cybersecurity, law enforcement, college coaching, and private sector companies; and
- A comprehensive curriculum built on customized “teaching, training and testing” emotional, technical, practical and historical lesson modules.

In today’s competitive and radically changing economic, technological and security risk environments, companies and organizations are demanding and expecting more: greater productivity, increased efficiencies, better quality, exceptional service, increased informational security, and break-through innovation. High performance Teams can successfully achieve and sustain their goals only by adopting, embracing and executing a disciplined leadership mindset built upon Trusted Teams.

WHAT SEPARATES OUR PROGRAM FROM OTHERS IS THREEFOLD

While there are many individuals and organizations that are in the business of “helping” people understand and enhance leadership, three factors differentiate our leadership program. First, we start with Trust as the fundamental concept that enables one to Influence others, for few will follow those they do not trust.

Second, we concentrate on using that Trust to build a Team. Learning how to build a Team and then seeing how that Team can become more effective and productive are lessons which are immensely valuable. Our dual focus on how to build Teams and how to strengthen existing Teams is inherent in our approach and mission. Proven fundamentals of Team execution and optimization can only be consistently achieved within high-trust Teams.

Third, we provide a set of out-of-the-classroom experiences that will challenge your team and allow an assessment of leadership qualities, Team cohesion and Team effectiveness. This assessment will be both personal and collective; it will be repeated as the lessons solidify one’s personal resolve to build the Team and ensure Team success.

We believe the old business aphorism: the 70-20-10 rule which says that 70% of leadership is learned by practicing influencing others, 20% can be learned through mentoring, and 10% is from the classroom. To ensure that the leadership lessons are retained, there must be an experiential component - we provide that. In addition, our Team will candidly critique and mentor your Team.

HOW WE MAKE IT WORK

To make sense out of the experiences and mentoring, we provide interactive sessions with experts in the classroom. Our instructors are some of the best Team builders in the world with a respected reputation for excellence in leadership, teamwork and team building. These highly experienced Team Operators will be your mentors and personal instructors. They have served dedicated careers - training, planning and executing successful missions in the most chaotic, high-stress, challenging and unpredictable environments imaginable. Our Team's collective life experiences, along with engaging Team exercises, will show your trusted Team how to successfully mitigate stress and chaos, exercise sound and decisive judgment, and effectively execute your mission with uncompromising integrity and excellence.

The "completion" of our initial program, is just the start of our leadership journey together. We stay connected. We give you the tools and strategy to use immediately. We monitor your progress and provide on-going support, assessment and training.

We will honor your investment and commitment of time to enhance and build your Team and its individual Team members. It is this unique and comprehensive learning experience that will fuel your Team to achieve lasting growth, fulfillment and success!

WHO SHOULD ATTEND

Our leadership program is meant for those who desire to understand, develop and reach their "full-measure" – their maximum potential to become a Trusted Leader to inspire and lead others. Trusted Leadership is not something with which we are born. It requires learned principles, skills and traits which demand a serious commitment to acquire and master--a lifetime journey. This program will provide a detailed roadmap for that journey well attuned to:

- U.S. military: Air Force, Navy, Marine Corps, & Coast Guard
- High-level executives and managers- U.S. intel community and law enforcement
- Managers expecting to take on leadership roles
- High-level individual contributors or on-track rising executives and officers
- Individuals on high-performance teams with decision-making authority or autonomy
- Those who are not in management positions but are expected to lead and influence others in
The course of their work.

PREPARING FOR THE JOURNEY

We take an in-depth approach to Building Trusted Leaders by taking the time to thoroughly understand both the individual and the organizational operating environment. By doing this we ensure each person is given the individual attention and opportunity to achieve both individual goals and those of the “Team”. We use detailed questionnaires and personal interviews to prepare both individual and organizational profiles that will be used by our team to prepare, teach, train and test.

Organization Background and Assessment

- Vision/Brand/Values/Culture
- Long term Goals and Objectives
- Products and Services
- Management/Organizational Structure
- Strengths and Weaknesses
- Current Goals/Objectives/Projects

Individual Background and Assessment

- Participant profile questionnaires
- Work History Review
- Current responsibilities
- Goals and Objectives
- Mindfulness & EI
- Strengths and Weaknesses

THE PATH

Day 1

Module 1 – Trusted Relationships

Emotional & Social Intelligence at Work

- The five components of emotional and social intelligence.
- Importance of emotional intelligence in successful high-performance teams
- 7 Step Ladder for building and sustaining meaningful and trusted relationships
- How to build an “H2G” trusted relationship framework within your organization.
- Exercise – How to use principles to create and maintain a highly engaged environment.

Module 2 – Structure Matters

Structure of High-Performance Teams

- How to create effective and deep leadership within the organization
- Designing a lean structure that reflects the organization’s strategic focus.
- Creating a powerful people strategy to attract and retain the most capable individuals that can translate business strategy into results.
- Planning/Change Management practices that can easily anticipate and adapt.
- Shaping organizational culture to achieve strategic goals.
- Exercise - right people, right positions, right time, achieve right outcomes

THE PATH (CONT.)

Day 2

Module 3 – Optimizing Resources

Practical Implementation

Participants engage in numerous “leadership reactionary course” (LRC) field exercises (not physically taxing) to assess leadership skills and team unity:

- Focus on the process of applying and executing principles of effective leadership and Team performance.
- With limited resources and time pressure requirements, team will be challenged with a specific “obstacle” that they will need to negotiate and overcome to successfully reach their goal.
- Team interaction, leadership styles, conflicts, and communication will all be observed and assessed.
- Five main goals that will be assessed and graded will be leadership, fellowship, teamwork, communication, and problem-solving.
- During debrief, the goal is to tie this mental and emotional task/process to the Team real world work environment; how can we draw a parallel to what we LEARNED on the obstacles to our real world.

Module 4 – Lessons Learned

Historical Lessons on Leadership – Gettysburg

Take Aways:

- How do we measure a leader? The seven traits that all leaders can be graded on.
- How do you measure up as a leader? What is your score?
- What kind of leader do you want to become? Yes, it is possible.
- How do we improve in our leadership ability? Implementing a plan and measuring improvement.

Goals:

Understanding and applying invaluable and time-tested leadership lessons from America’s greatest conflict and gain new insights and new ideas on:

- Learning common leadership traits from exceptional leaders and some that are not.
- Understanding the consequences, good or bad, of these leadership traits
- Applying what we learn from historical figures into our own lives today

THE PATH (CONT.)

Module 4 – Lessons Learned (cont.)

- Forging oneself into the leaders we choose to become
- Recognizing our own strengths and weaknesses and how they may be perceived by others
- Training (improving) our weaknesses while competing with our strengths
- Implementing the improvement cycle into our daily routine
- Reaching your “full measure” – full human potential by embracing a number of historical leadership principles:

THE ROAD FORWARD

Once the course is completed, each individual will leave with the tools for becoming a Trusted Leader. This is the first step. The journey continues. Becoming a better leader requires wanting to learn, acquiring new behaviors, putting them into practice and finally, making continual improvements.

Our goal is to stay connected with your Team, providing additional information, activities, feedback and support as each person continues their journey to becoming a better leader.

FACILITIES

The Leadership course will be held at the Freedom & Leadership Center at The Lodges at Gettysburg. The Lodges is a distinctive 63-acre private retreat nestled on one of the highest and most beautiful ridge lines in Gettysburg. The Lodges overlook the hallowed ground where Union and Confederate soldiers fought and died in the most historic defining battle of America’s Civil War.

The Lodges at Gettysburg feature spacious private accommodations, and “Gloryridge”, the main lodge, with over 6,500 square feet of meeting & banquet space as well as outdoor event space. The private lodges have been named after the states whose troops fought in the Battle of Gettysburg. They are complete with full kitchenettes, private bathrooms, fireplaces, heating & air conditioning, hard wood floors, vaulted wood beam ceilings, private porches, along with flat screen televisions, phones & high-speed Internet access.

BUILDING TRUSTED LEADERS

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