



distinctions

## The Leadership E.D.G.E. (Education Designed to Generate Excellence)

**This Leadership E.D.G.E. program** is a foundational program designed to bring about a fundamental shift in what people see as possible at work. Participants are able to step outside of their familiar frameworks, identify entrenched behaviors, old habits and unexamined assumptions and replace them with new perspectives giving them ability to see, act and relate in new ways. We work with people to create a climate of innovation and risk-taking and to provide a sense of confidence and a new way of approaching problems that allows people to become self-generative and take initiative to make things happen. Our clients report employees move from being "dedicated, hard-working people" to being accountable for the success of their organizations.

### Session One

- Introduction of the program.
- Review of business case and client's strategic objectives.
- Identifying fundamental, as yet undistinguished, concerns that determine the way people think and communicate in the workplace.
- The nature and use of language and its impact on the life and world of a person at work.
- Examining what makes up the culture of the organization and how that shapes people's actions and experience of being at work.
- Recognizing the power of the past and how it shapes and influences the future.
- Learning to separate the facts of a situation from one's interpretation of it and what this makes available.
- Identifying the source of effective action.

#### As a result of the program, participants will learn to:

- Communicate and relate with one another in the workplace, their complaints, interpretations and judgments about work and about others at work are, for the most part, non-productive and unsatisfying.
- See the cost, both personally and organizationally, of automatic, unconscious non-productive behavior.
- Realize that access to workability, effectiveness, and satisfaction at work is possible.

### Session Two

- Discovering the nature of the complaints that often determine one's capacity to act in the work environment and its relationship to work performance and capacity to lead.
- Work groups/teams will discover their habitual and automatic ways they behave at work, with other groups/teams, and with the organization in a way that leaves the groups/teams with new freedom for effective action.
- Distinguishing authentic communication and integrity in such a way as to allow a new level of self-expression and performance.
- Providing access to new ways of being and relating to others at work that go beyond past successful winning formulas.

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*Transforming the  
way businesses work!™*



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### As a result of the program, participants will learn to:

- What the costs, payoffs and impact of their habits and winning formulas at work have on others and the organization.
- See that this is not a personal phenomenon; that both individuals and groups in the workplace develop these non-productive behaviors in order to survive, look good and be right; but that there are significant personal and organizational costs.
- By the end of this session the participants will experience a new freedom to be at work without the constraints of the past.

### Session Three

- Understanding resistance to change in such a way that people become more effective at making change happen.
- Continuing to provide access to new ways of being at work which transcend non-productive practices from the past.
- Learning to invent new possibilities that actually alter one's view of work.
- Distinguishing the vocabulary of "Committed Speaking and Listening", and learning to use this vocabulary to create projects that produce extraordinary results.
- Translating the results into team accountability and responsibility; groups/teams meet again to use insights learned to declare new possibilities and generate new commitments.
- Reviewing the key distinctions of the course.
- Groups/teams finalizing declarations and commitments.
- Translating and implementing skills and distinctions into everyday job accountability: individuals declaring new possibilities for themselves at work and generating new commitments for what they are up to in the organization and individuals committing to specific results as an expression of those new commitments.

### As a result of the program, participants will learn to:

- Have developed a first draft of a set of declarations and commitments to business results, created out of the freedom they experience from new insights into their non-productive behavior at work.
- Have presented their small work group draft of their declarations and commitments document to the larger group for feedback.
- Have produced a final revised and fine-tuned versions of their new business commitments and declarations and will receive additional instruction in how to fulfill their new commitments to communication, teamwork and productivity.
- Learn the fundamentals of enrolling others in their projects, turning breakdowns into breakthroughs, and transforming new possibilities into reality.

