

# ORGANIZATIONAL LEADERSHIP

*Seminars that align the focus & efforts of your team*



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# Diamond6 Company Summary

## OUR MISSION

Diamond6 develops confident and effective leaders, whose teams have the greatest impact upon their community and the world.

## OUR VISION

Our vision is to develop every leader and organization to their greatest potential.

## OUR VALUES

### COMPASSION

Leaders must show compassion and empathy toward others to build deep trust in their teams. Listen more, be kind and open-minded.

### ETHICS

Leaders must set the example for ethics and integrity in their organizations. Compromised ethics ruin even the greatest leaders.

### AWARENESS

Leaders must be aware of themselves, their team, and their organization's culture. Strive to be a life-long learner, both professionally and personally.

### COURAGE

Leaders must make bold and difficult decisions requiring courage and determination. Leadership can be lonely.

Our approach to leadership development emphasizes the following factors: First, we believe that each organization is unique. Consequently, Diamond6 rejects the notion that one single approach will be successful for every organization. We work hard to insure we fully understand the leadership challenges and needs of every client before creating a workshop or seminar uniquely tailored to those needs.

Second, we believe that incorporating historical lessons of leadership is extremely effective in the development of the best leaders for society today and tomorrow. By using historical events and locations as case studies, participants are able to view leadership challenges from a fresh and often unique perspective.

### *“Learn from the past... Prepare for the future”*

Finally, the Diamond6 team emphasizes active as well as passive learning. Adults learn best when they are presented new ideas and concepts that they must then combine with their existing knowledge and experience. The result is a synthesis and creation of new knowledge and ways to address contemporary leadership challenges. This is reinforced with opportunities for participants to reflect and discuss their experience and ideas with their peers as well as experts.



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# Organizational Culture and Change

*If you want to change the culture, you will have to start by changing the organization.*  
-Mary Douglas

Change can be unsettling and has great potential to cause failure, loss of productivity, or falling quality. Often, understanding and adapting organizational culture is pertinent to creating real change. Yet nothing is as important to the survival of your organization as adapting to and managing change. Change can be managed if implemented correctly. People's reaction to change can be unpredictable and irrational and resistance to change comes from a fear of the unknown or an expectation of loss. Managing change means understanding the factors that influence our ability to deal with change and managing people's fear and resistance.

Learning Objectives:

- Understand the different types of organizational change
- Learn the importance of "organizational culture" and how to make positive change in an organization by changing the culture
- Discuss how to overcome natural resistance to change

## Leading and Managing Change

*If you don't like change...you are going to like irrelevance even less.*  
-General (retired) Eric Shinseki

For organizations to successfully adapt in a rapidly changing environment, they must be effectively led and managed throughout the process. Leadership and management are related but distinct functions that must be leveraged together in order for organizations to successfully negotiate the turbulence and uncertainty of today's "white water" organizational environments. This seminar explores: 1) the dynamics of turbulent change; 2) a systems approach to problem solving and decision making; 3) differences between change leadership and change management; 4) Lewin's and Kotter's change models; and 5) the psychology of change.

Learning Objectives

- Understand the difference between leadership and management and when to apply each appropriately
- Learn system for effective problem solving and confident decision-making
- Discuss current organizations past changes and what can be learned from them to lead and manage future change



# Strategic Leadership

*Do not follow where the path may lead.  
Go instead where there is no path and leave a trail.*  
-Ralph Waldo Emerson

Strategic leadership is the process used by a leader to affect the achievement of a desirable and clearly understood vision. This occurs by influencing the organizational culture, allocating resources, directing through policy and directive, and building consensus, often within a volatile, uncertain, complex, and ambiguous environment for any organization. This seminar will examine the essence of strategic leadership, how it differs from direct and organizational leadership and the various competencies that are important to strategic leaders.

Learning Objectives:

- Understand how to develop and incorporate strategic leadership skills as part of any leader's personal style
- Learn how to anticipate opportunities and threats in an environment of strategic leadership
- Discuss the difference between strategic, organizational, and direct leadership

# Leadership in a Profession

*Progress occurs when courageous, skillful leaders seize the  
opportunity to change things for the better.*  
-President Harry Truman

Successful corporations and bureaucracies function at a high level of Strategic Leadership. However, it is often overlooked that small professional businesses can also benefit from the high-level leadership techniques employed by larger and more complex organizations. This seminar will demonstrate how to apply those top-tier techniques to your business. We will address the commonalities between your organization and large institutions, as well as the inherent advantages that are unique to smaller, more focused organizations. This seminar will also explore the competencies required for leaders to capitalize on those advantages while successfully guiding and growing their profession.

Learning Objectives:

- Understand the three areas of strategic leadership and how they relate to your own organization
- Identify competencies needed to implement strategic leadership successfully
- Discuss the specific skills needed to be a strategic leader in various professions



# Conflict Resolution

*To see what is right and not to do it, is want of courage.*

-Confucius

One of the most important (and often the most difficult) responsibilities of leaders of all levels is to prevent or resolve conflict. A "conflict" is a disagreement between interdependent people about goals, aims, and/or values. Leaders should not seek conflict but expect that it will occur in moving the organization ahead. While it is frequently destructive, it can also have positive outcomes if handled properly. This seminar examines the following questions: What is conflict? Can it be constructive as well as destructive to an organization? What are the cycles or phases of a conflict? How can I deal with conflict as a leader and seek resolution?

Learning Objectives:

- Learn the different types of conflicts and how to identify them in any organization
- Understand how to resolve the most difficult or irreconcilable conflicts
- Learn how to read the “warning signs” in an organization that may create conflict and how to divert the focus of the team back to the organization’s mission and vision

# Effective Management of Difficult People

*Leadership is action, not position.*

-Donald H. McGannon

In any organization, employees with problematic personality styles can wreak havoc on a healthy interpersonal work environment. Difficult employees consume inordinate resources measured in terms of leader time, stress, and workplace turnover. In this seminar, leaders and executives will learn to effectively identify and successfully manage difficult subordinates and employees.

Learning Objectives:

- Develop skills in effective management and relationship building
- Understand importance of early detection and intervention
- Learn how to identify and successfully manage difficult employees



# Toxic Leadership

*People ask the difference between a leader and a boss.*

*The leader works in the open, and the boss in covert.*

*The leader leads, and the boss drives.*

-Theodore Roosevelt

While leadership is typically expressed in positive terms, too many have the experience of working for bosses who have destructive leadership styles. In this presentation you will learn about styles of leadership that tend to degrade organizational performance. You will discuss the reasons why people choose to affiliate with organizations and how destructive leadership impacts those motives. Toxic leadership is an organizational problem, but with a series of systemic remedies an effective leader can seek to heal the climate and improve organizational effectiveness and success.

Learning Objectives:

- Identify destructive leadership styles and behavior
- Learn different types of leadership styles and their efficacy
- Learn key strategies for improving organizational climate

## Five Positive Strategies for You and Your Organization

*Whether you believe you can, or believe you can't, you are usually right.*

-Henry Ford

This interactive seminar aligns key findings from the emerging field of Positive Psychology with best practices in building and leading effective organizations. Participants will learn the value of identifying and leveraging character strengths, the psychological and physical benefits of positive emotion, how your social networks can impact your happiness and health, what evolution can teach us about effective group performance, and the importance of asking your organization the right questions.

Learning Objectives:

- Learn key strategies for building effective organizations
- Understand how to identify and leverage your strengths for effective leadership
- Discuss how to build teams for optimal performance



# Leadership in a Media-Driven World

*Perception is reality.*

-Lee Atwater

Successful leaders are constantly striving to find innovative ways to "leverage" the media to communicate their vision, broaden the organization's reach, and enhance (or preserve) their reputation. As a leader you must recognize that you and your organization could come under the media's microscope at any moment – be it the hiring of a controversial CEO, financial crisis, the leak of sensitive information, a tragic accident, or an inadvertent "tweet"! Every organization will face some kind of “press” at one point or another – positive AND negative. At those critical moments in the life of any organization it is important to realize that the perceptions portrayed by the media are, in fact, reality. The big question is.... are you ready for that reality?

Learning Objectives:

- Learn to deal with the media to avoid misconceptions and misinterpretations
- Understand to present your organization's message using the various media outlets – during day to day operations AND crisis situations
- Discuss to "join forces" with the media to create a positive and beneficial relationship

## Branding! What Is Your Brand?

*Your brand is what other people say about you when you're not in the room.*

-Jeff Bezos

Experts have argued that an individual or organization's “brand” is the universe of activities you undertake that affects perceptions by others. Brands are important as they create differentiation from competition, communicate value, and provide peace of mind to stakeholders. At a minimum, most brands “wear out” in roughly 10 years and need to be reconsidered, particularly when an organization is at a turning point. Let's examine your “brand” and your organization's “brand” to determine their effectiveness.

Learning Objectives:

- Comprehend what we mean by a *brand* and why it is important for individuals as well as organizations
- Discuss the *why* and *purpose* of an organization's brand as a critical factor in determining direction for the future
- Examine how organizations reevaluate their brand over time and determine if they need to rebrand



# What Corporate Leaders Can Learn from the Military

*Leadership is a potent combination of strategy and character.  
But if you must be without one, be without strategy.*

-Norman Schwarzkopf

There is little doubt that military officers have learned the art of managing high-risk, high-stake situations in combat in Iraq and Afghanistan. In many ways, the required skills can almost seem contradictory. A clear mission is provided from a higher headquarters, but mission execution requires rapid adaptability. Furthermore, modern military officers must also manage complex but technically very precise systems. All of this must be done while following an admonition provided by General Colin Powell: "Never let them see you sweat." These same skills are required for leaders in today's business world if they are to be successful in a climate of enormous competition and uncertainty.

Learning Objectives:

- Examine key principles that are normally associated with sound military leadership
- Consider how these principles can be applied in a corporate environment
- Review key leadership concepts such as management vs. leadership, authority vs. responsibility, leading during a crisis, etc.

## Initiative and Innovation

*Without initiative, leaders are simply workers in leadership positions.*

-Bo Bennett

Success is not by accident. Most organizations are not unlike sports teams whose success is often measured in the training and hard work that is done before the game is actually played. The American entrepreneur is well known for both initiative and innovation, often making the difference between success and failure. How do leaders foster a climate of innovation and creativity in their organizations?

Learning Objectives:

- Discuss the difference between *innovation* and *initiative*; why are both important for any organization
- Consider why leaders believe *innovation* and a climate that encourages it is essential for the success of any organization
- Examine where we see *innovation* occurring and how to create a climate that fosters it



# Teambuilding 101

*Alone we can do so little, together we can do so much.*

-Helen Keller

For many organizations, the struggle of trying to improve teamwork can often bring visions of disagreement, power struggles, and dysfunction. During this seminar you will focus on the key tactics of creating and leading effective teams that can overcome those obstacles and get the job done! You will focus on the stages teams go through, the roles of team members in high performing teams, and how to lead your team towards success. The session will include a hands-on experiential learning activity designed to facilitate the transfer of learning from the classroom to the workplace.

Learning Objectives:

- Learn the stages a group goes through before becoming a cohesive team
- Understand the different roles within a team
- How to overcome disagreement, power struggles and dysfunction to create an effective and successful team.

## How to Recruit, Develop, and Retain the Best and the Brightest

*The real competitive advantage in any business is one word only, which is "people".*

-Kamil Toume

We will address issues facing schools and leaders today: attracting and retaining talent, developing the talent you have, and effective ways to build a great culture- turning culture into a competitive advantage in your organization. The US face a recruiting and retention challenge. We address ways to overcome this in this interactive session, customized to your organization.

Learning Objectives:

- Understand how to not only attract the best talent but also keep them around
- Learn how to create an organizational culture that will bring the best and brightest knocking on your door
- How to overcome the biggest challenges your organization is facing in growing its top talent



# Rising Athenas, Male Allies, and the Power of Inclusive Mentoring

*A mentor is someone who allows you to see the hope inside yourself.*  
-Oprah Winfrey

Discover the topic of how (and why) to be deliberate and strategic in developing an inclusive mentoring culture. Today, women face exclusion, under-promotion, and under-compensation: Women are missing from the C-suites. If we accept the status quo, we do so to the detriment to our organizations, our employees and our customers. Part of the problem is an unequal mentoring landscape. Evidence consistently shows that women face more barriers in securing mentorships than men, and when they do find a mentor, they may reap a narrower range of both career and psychological benefits. One solution? Evidence reveals that when men partner with women as workplace allies and reciprocal mentors, organizations see the dial move on gender inclusion and gender equity at work. In light of current headlines about sexual harassment and assault, men have got to double-down on positive support and interaction with female colleagues at work. This is NOT the time to run for the hills but time to engage.

Learning Objectives:

- Learn evidence-based best practices for cross-gender mentorship
- Explore male ally behavior
- Rethink the process of creating a reciprocal mentoring culture

## Seven Revolutions

Presented by the *Center for Strategic and International Studies*

The Center for Strategic and International Studies (CSIS) embarked on an initiative in 1992 to address and analyze the key policy challenges that policymakers, business figures, and other leaders will face out to the year 2035 & beyond. It is an effort to promote strategic thinking about the long-term trends that too few take the time to consider. The key points of this research have been captured in an exciting, fast-paced, multimedia presentation that has been given around the world—from governments to private corporations to academia to nongovernmental organizations. It is an effective tool for pushing audiences to think outside of their areas of expertise and beyond their familiar planning parameters.

This presentation addresses the following seven areas of change:

- Population
- Resource Management
- Technology
- Information and Knowledge
- Economics
- Security
- Governance



A customized leadership workshop that will  
**TRANSFORM YOUR TEAM**  
is just one step away.

**CONTACT US TODAY  
TO GET STARTED!**

You will learn how Diamond6 can develop the perfect workshop to meet the needs, goals, and budget of your organization. After the call, you will receive a customized proposal, so you know exactly how to get started.



**NOW is the time to learn from the past  
to prepare for the future.**

We look forward to working with you!

The Diamond6 Team



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