



# executive development

## Executive Mastery Program

Some have said that leadership is not what you do, but who you are. This, however, is only partially true. Leadership is very much who you are, but it cannot be divorced from what you do. One more easily becomes a leader to others by demonstrating the qualities of leadership, than by ordering others to follow your directions.

Over the years, we have been led to believe that leaders are those who stride boldly about, exude power and confidence, give orders and make decisions for others to carry out. That is old school. The leader of today asks questions, listens carefully, plans diligently and builds consensus among those who are necessary for achieving the goals. In the traditional authoritarian organization, the dogma was “managing, organizing and controlling”. In the organization of the future, the new dogma is “vision, values and mental models”. Healthy corporations bring people together to develop the best possible mental models for facing any situation at hand.

### Learning Objectives

During these executive exploration sessions, organizational vision, values and mental models are developed through the practice of dialogue, white paper development, site visits and experiential exercises. The purpose of this program is to provide the principles and practices of executive mastery in an adult learning format. Individuals become more effective executives by learning and practicing these models in an interactive, student-centered environment.

As a result of this process, executives emerge with:

- More effective assessment of organizational needs
- Greater development of shared vision
- Strategy defined as a learning activity
- Executive team leadership skills
- Better communication skills and more effective meetings
- Better problem-solving and decision-making.

### Session Topics

- Leadership Challenges for the 21st Century
- Development of Business Philosophy
- Metacognition: Thinking about our Thinking
- Potential Threats and Industry Scenarios
- Critical Issues
- Pursuit of Prime
- Building Shared Vision
- Potential Opportunity Assessment
- Winner's Profile
- Strategic Initiative

### For more information:

Contact Lewis Associates, Inc.  
at [lewisadvantage.com](http://lewisadvantage.com) or (708) 386-3377.



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