



Leadership Dimensions, Inc.
300 East State Street, Ste 610
Redlands, CA 92373

951.444.7405
888.480.7534
www.theldigroup.com



Leadership Dimensions, Inc.
300 East State Street, Ste 610
Redlands, CA 92373

951.444.7405
888.480.7534
www.theldigroup.com



ABOUT THE PROGRAM

The LDI Group invites you to participate in the Leadership Alignment Breakthrough (LAB) workshop series. The LAB is crafted to work within your organization’s dynamic environment through experiential learning. The advantages and benefits of in-house experiential learning over traditional one-day public seminars include:

- The opportunity for your team members to interact and work through challenges or opportunities specific to your organization
- The environment for team members to strengthen and build relationships with one another as they challenge and practice key learning principles for enhanced effectiveness
- Integrated real “live” work scenarios and role plays relevant to your organization
- Compounded learning and application for participants as each leadership topic builds upon one another
- The development of deliberate practice habits by developing action plans to improve leadership and management competencies
- A Team Capstone that will demonstrate and strengthen practical critical and strategic thinking skills that improve quality decisions while avoiding decision traps and biases.

PARTNERS

ESTEEMED PARTNERS



SMALL BUSINESS ENTERPRISE CERTIFICATIONS



MEMBERSHIPS





PROGRAM OBJECTIVE

- Cultivate Individual and Team Effectiveness
- Improve Organizational Leadership Skills
- Engagement in Productive Workplace Conflict
- Build Rapport and Gain Trust of Colleagues
- Dissect the Role of Emotional Intelligence in Workplace Relationships and Productivity
- Contribute to Workplace Trust and Improve Performance
- Develop Effective Critical and Strategic Thinking Skills
- Maximize Coaching Skills to Enhance Employee Performance
- Enhance the Process of Effective Decision Making

**THE LDI LAB WORKSHOP
SERIES NET PROMOTER SCORE:
75 - EXCELLENT**

**AVERAGE NET PROMOTER
SCORE IN THE EDUCATION &
TRAINING INDUSTRY: 71**





THE LEADERSHIP ALIGNMENT BREAKTHROUGH WORKSHOP SERIES

COURSE DESCRIPTIONS



DISC WORKPLACE



The DiSC Workplace workshop focuses on increasing the effectiveness of communications between team members and the people that they interact with both internally and externally. Each team member gains a better understanding their own behavioral style and how their style reacts to similar and different styles. As a result, team members gain the opportunity to develop strategies to effectively adapt their style to other styles and increase the effectiveness of interactions and quality of relationships. The program objectives assist leaders evaluate, develop, and/or apply the following:

- Maximize self-knowledge: what motivates you, what causes you stress, and how you solve problems
- Develop productive working relationships by ascertaining and incorporating the communication needs of team members
- Facilitate superior teamwork with co-workers and colleagues
- Transform more self-knowledgeable, well-rounded, and effective leaders



LEADERSHIP VS MANAGEMENT

Leadership is “the art of getting someone else to do something you want done because he or she wants to do it (D. Eisenhower).” While management is a process of organizing, planning, and controlling structures to achieve goals and objectives effectively and efficiently. Too often these words are used interchangeably. Leaders and managers evaluate the fundamental differences between leadership and management skills. Participants also gain clarity about the importance of both leadership and management skills in the workplace. They develop an action plan to deploy and apply the necessary skill-set to be an effective leader. The program objectives assist leaders evaluate, develop, and/or apply the following:

- Ascertain how leaders set tone
- Recognize leader traits that motivate people to follow
- Categorize the traits of an effective leader
- Contrast between leadership and management
- Differentiate key leadership and management activities
- Compare and contrast your leadership styles
- Develop an action plan to improve and apply effective leadership skills



CONFLICT PART 1 AND PART II

NOTE: REQUIRES 2 SEPARATE SESSIONS



Many teams or individuals avoid conflict because it's uncomfortable or they fear conflict becoming contentious or antagonistic. This two-part session affords participants to gain clarity about the cycle of conflict, the impact to teams, how to navigate through the process of conflict effectively, and how to prevent destructive conflict in the workplace. Participants complete conflict assessments which provide insights and self-awareness to one's own approach to conflict. The program objective assists leaders evaluate, develop, and/or apply the following:

- Explore the differences between productive and destructive conflict behaviors
- Determine how our thoughts impact conflict behaviors
- Assess how to reframe your thoughts so you can employ more productive behaviors in conflict
- Complete a DiSC Productive Conflict assessment and evaluate your DiSC Style in conflict
- Develop strategies and practice reframing automatic thoughts to improve conflict experiences

“WE WERE ABLE TO SPEAK ON CONFLICT AS A TEAM AND BETTER UNDERSTAND WHERE CO-WORKERS FEEL THEY DO NOT HANDLE CONFLICT WELL.”



COMMUNICATION

In today's workplace there are several communication mediums which impact the effectiveness of communication in the workplace. Additionally, throughout many workplace surveys, one of the highest rated improvement opportunities within teams is communication. This workshop focuses on increasing the effectiveness of your professional communication to build better rapport and gain the trust of your colleagues to achieve better results. The program objectives assist leaders evaluate, develop and or apply the following:

- Discover the basic competencies critical to effective communication required to build solid work relationships
- Develop flexibility in actions, thoughts, and feelings to improve any situation
- Determine how to avoid misunderstandings that may result from either misinterpreting or ineffective listening to other people
- Identify and apply strengths, weaknesses, and opportunities working relationships
- Develop the skills required to master and apply excellent communication skills



EMOTIONAL INTELLIGENCE



Emotional Intelligence (EQ) competencies are at the heart of effective workplace relationships and productivity. Your EQ could make or break workplace relationships, maximize, or minimize your growth potential and impact your overall effectiveness as a leader and your results. EQ provides an integrated set of skills that require us to understand our triggers when working with others. This workshop focuses on generating greater awareness and connection with others through greater understanding of the way our brain works when we are triggered. The program objectives assist leaders evaluate, develop and or apply the following:

- Dissect your triggers and their impact on your performance
- Relate and appraise behaviors in others and how to adapt your behaviors accordingly
- Increase self-awareness for increased leadership effectiveness
- Manage and inspire positive behaviors and performance in others
- Select better questions to engage greater dialogue, performance, and results

“EMOTIONAL INTELLIGENCE IS WHAT I LACK THE MOST, AND I TRULY FEEL I HAVE A LOT OF TAKE-AWAYS FROM THIS COURSE.”



WORKPLACE TRUST

Every interaction is affected positively or negatively by trust through character and competency. Workplace trust multiplies performance, but when there is a lack of trust on teams, everything you do takes more time and costs more money. This trust workshop highlights strategies that typically will not work when building workplace trust and learn strategies that will contribute to workplace trust and better performance. The program objectives assist leaders evaluate, develop and or apply the following:

- Improve clarity on how trust is compromised in the workplace
- Develop clarity and understand of vulnerability-based trust to build and strengthen workplace relationships
- Evaluate how to engage in behaviors that increase trust
- Explore five rules to gain trust
- Identify four action steps for inspiring trust
- Construct the steps to rebuild trust in the workplace once it has been broken

“I LEARNED SO MANY THINGS ABOUT TRUST! IT WAS VERY THOUGHTFUL AND HELPFUL. GREAT CONTENT AND RELATABLE”



CRITICAL AND STRATEGIC THINKING

NOTE: REQUIRES 2 SEPARATE SESSIONS



Do ask yourself why you think what you think? Critical thinking focuses on demonstrating clearer and better perspectives in assessing and evaluating workplace complexity. Participants will learn how to better develop their critical thinking to enhance their strategic thinking skills. Participants will also learn to recognize patterns that impact strategy and enhance their abilities to generate new insights to drive innovation and outcomes. The program objectives assist leaders evaluate, develop and or apply the following:

- Explore the critical thinking process, the barriers to critical thinking and how to resolve them
- Evaluate ideas objectively, translate abstract ideas, navigate through complexity effectively to drive better tangible results
- Discover how to ask the right questions, challenge assumptions, and see others' viewpoints with clarity
- Evaluate the barriers to strategic thinking and how to remove them
- Identify questions to ask to promote strategic thinking
- Effectively develop strategic objectives and targets

“HANDS DOWN THE BEST! THE INFORMATION WAS AMAZING, AND IT TAKES SOMEONE EXCEPTIONAL AND ENGAGING TO BE ABLE TO EFFECTIVELY TEACH THIS KNOWLEDGE”



COACHING SKILLS FOR LEADERS AND MANAGERS

Every employee can reach higher levels of performance if they have a leader that is equipped at leading, coaching and mentoring. An effective coach and or mentor is someone who can routinely observe, assess, and interact in ways that develop and maximize their employee's individual strengths and effectiveness to achieve positive organizational results. This workshop is focused on building and developing key coaching skills to enhance the potential in the leader and manager as they work with their direct reports and employees to become more effective, productive, and committed. The program objectives assist leaders evaluate, develop and or apply the following:

- Dissect what makes an effective coach and mentor
- Improve their ability to coach and mentor
- Minimize repeat poor performance
- Close the gaps between current and desired performance and outcomes
- Stretch their performers to maximum levels of success
- Develop tools to integrate coaching seamlessly throughout daily interactions with their people

“THE ROLE-PLAYING EXERCISE ARE THE BEST ASPECTS OF THE WORKSHOPS.”



EFFECTIVE DECISION MAKING

NOTE: THIS COURSE IS A 3-DAY SESSION



Much of the time decision-making is treated as an event, whereby effective decision-making is a process. This program presents a rational decision-making model. Participants learn and work through the steps that aid in making better decisions for better business impact. Participants not only apply all the elements gained in all the courses within the LAB curriculum, but they too will also understand the brain's cognitive function to effectively navigate from automatic and bias to deliberate thinking which impacts the process of decision-making.

The first two days of this workshop is centered on learning, understanding, and applying content. The third day is designed for participants to participate in the LAB Capstone project where they will identify a business decision and work through the steps to reach a decision of quality.

Participants will present their decision, their rational decision-making process using the model, and obtain participant and facilitator feedback. The program objectives assist leaders evaluate, develop and or apply the following:

- Gain a deeper understanding of the neuroscience behind how our brain makes decisions
- Identify their decision traps and biases
- Work through case studies, build strategy maps and decision trees
- Apply sound reasoning and judgment
- Present, execute and commit to decision and action, on a decision the team are currently contemplating by leveraging all the LAB workshop content as applicable.

EXPECTATIONS FROM PARTICIPANTS

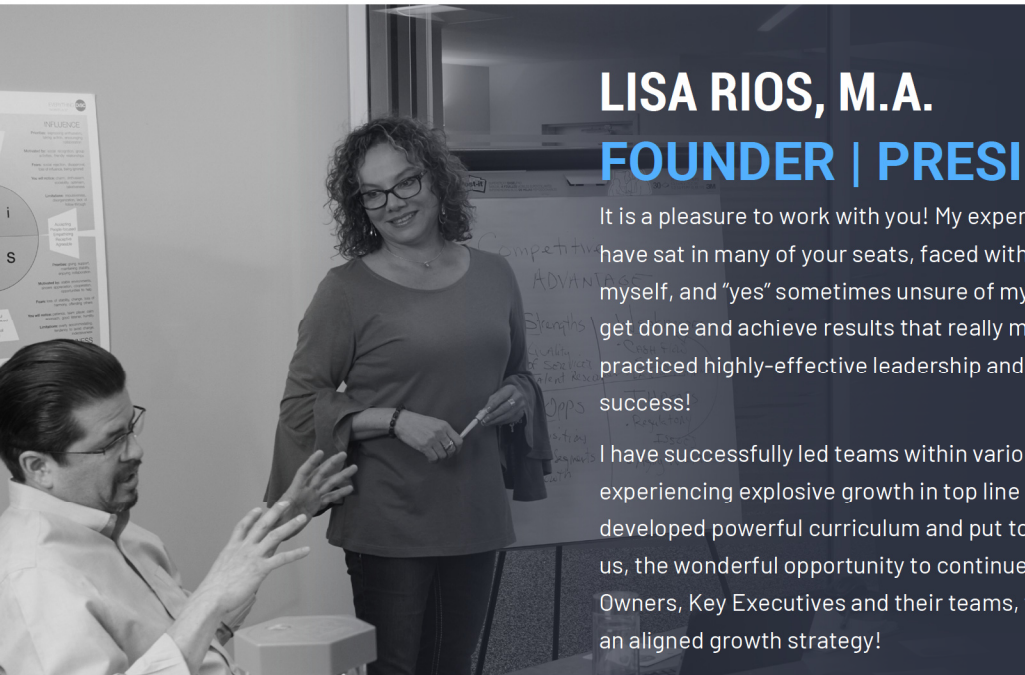
CERTIFICATE OF COMPLETION REQUIREMENTS:

- Active utilization of LDI's online learning management system to access participant guides, course surveys, actionable takeaways, and quizzes after completion of each module.
- Participation in and completion of each LAB workshops or modules with retention scores of 90% or above.
- As an experiential learning environment, participants are required to complete and implement actionable takeaways. All takeaways are reviewed and submitted to internal leadership and management for ongoing growth and sustainability, to build a succession talent pool.

CUSTOMIZED PROGRAMS

- The Five Behaviors of a Cohesive team; based upon *The Five Dysfunctions of a Team* by Best Selling Author Patrick Lencioni.
- Everything DiSC Products: DiSC Certification Programs Workplace DiSC, Productive Conflict, 360 Degree Feedback Assessments, DiSC Management, DiSC Sales, DiSC Work of Leaders
- Building a Culture of Significance
- Professionally facilitate Annual Strategic Planning Sessions
- Train the Trainer Programs
- The Facilitation of Annual Strategic Planning Session
- Mid-Management or C-Suite Critical Strategic Outcomes Sessions
- C-Suite Executive Professional 1-2-1 Individualized and/or Group Coaching Sessions

MEET THE TEAM



LISA RIOS, M.A. FOUNDER | PRESIDENT | CEO

It is a pleasure to work with you! My experience comes from the “school of hard knocks!” I have sat in many of your seats, faced with challenges and opportunities and so sure of myself, and “yes” sometimes unsure of myself, to accomplish everything that needed to get done and achieve results that really mattered! Over the last 30 plus years, I have practiced highly-effective leadership and management competencies with much success!

I have successfully led teams within various organizations domestically and internationally experiencing explosive growth in top line revenue and EBITDA. At the LDI Group we have developed powerful curriculum and put together an awesome team! All which has offered us, the wonderful opportunity to continue to bring value to our client CEOs, Business Owners, Key Executives and their teams, to become better leaders and assist in executing an aligned growth strategy!

“A STRONG LEADER WITH SKILL SETS IN ALL ASPECTS OF BUSINESS, INCLUDING A STRONG FINANCIAL ACUMEN, STRATEGY, EXECUTION AND LEADERSHIP.”

Lisa’s credentials include an alumni 7-year TEC/Vistage member. Over the last 16 years, Lisa continues as a high-performing Vistage International Chair, Master Chair and Chair Excellence Awards recipient. Lisa is the President | CEO | Founder of The LDI Group. She works with CEOs, C-Suite Executives and teams to achieve phenomenal results. Lisa holds a variety of certifications in leadership, change management, and behavioral assessments. Certified professional in PXT Select recruitment assessments. Myers-Briggs Personality Type Indicator Certified Professional, Everything DiSC Certified Facilitator, Certified Professional and Facilitator of the Five Behaviors of a Cohesive Team and Award Recipient Year-Over-Year. Certification from the Tuck School of Business at Dartmouth on Expanding and Growing High Growth Businesses. Bachelor’s Political Science, Emphasis Public Administration; Master of Arts Degree in Organizational Leadership. Lisa is an Adjunct Professor at California State University San Bernardino School of Business and Entrepreneurship.



MEET THE TEAM



GARY RUSH, IAF, CPF | M

ORGANIZATIONAL LEADERSHIP COACH CERTIFIED FACILITATOR

Gary Rush, IAF Certified™ Professional Facilitator | Master (CPF | M), Over the past 35+ years he has been a leading Group Facilitator and Facilitator Trainer. He is the only person, still working, to create his own facilitation techniques – FAST and FoCuSeD™ a revolution from FAST – a unique approach to structured facilitation. He has trained thousands of people from more than 18 countries, and has delivered his structured facilitation class in 8 countries within North America, Europe, Asia, and Africa. His alumni have gone on to become CEOs and CIOs, crediting their success to the people and process skills gained in his Facilitator training classes.



“HE CONTINUES TO BE THE LEADING EDGE IN THE INDUSTRY BY CONTINUING AS A PRACTICING GROUP FACILITATOR.”



Gary's professional credentials include: International Association of Facilitators (IAF), IAF Certified™ Professional Facilitator (CPF) since 2006, IAF Certified™ Assessor since 2007, IAF Certified™ Endorsed Training Program Assessor since 2015, IAF Certified™ Professional Facilitator | Master (CPF | M) since 2019, Thiagi Certified Trainer – enhancing his FoCuSeD™ Facilitator training through effective, highly interactive learning activities, U.S. Naval Academy, Annapolis and Excelsior College.

MEET THE TEAM



MEREDITH PATTON **ORGANIZATIONAL LEADERSHIP COACH AND FACILITATOR**

Possesses over 20 years of professional experience within the field of human resources and organizational leadership development. Her strength is in helping others reach their full potential through challenge, growth and development, while making each experience impactful and measurable. Meredith holds a Bachelor of Arts in Communication.

“**MEREDITH'S ENERGY AND DELIVERY IS FELT
IN HER CLASSES.**”

JO LYNNE RUSSO-PEREYRA, **M.P.A. SHRM-SCP** **FACILITATOR**

Jo has over a 30-year career in the public sector working with a variety of executive and administrative teams. She is also an instructor at UCR Extension where she teaches leadership, human resources and organizational development certification courses. Jo holds a Master of Arts degree in Public Policy and Administration.



“**JO WAS REALLY ENGAGING AND MADE THE ENTIRE
CLASS COMFORTABLE.**”

MEET THE TEAM



GARY GOOD MARKETER & TECHNICAL SPECIALIST

Gary works behind the scenes at LDI, he provides incredible support as he has a varied work experience. Early in his career, he spent many years as a graphic designer and copywriter. He also spent over twenty years as a marketing director, developing and implementing strategic marketing plans. At LDI he develops, assesses and analyzes organizational team assessments, in addition to providing graphic design and technical support to the team. Gary holds a Bachelor's from California Polytechnical University, Pomona, Ca.

DAVID MENDOZA DIRECTOR OF OPERATIONS

David is key to ensuring LDI operations are effective and efficient. As part of the LDI partnership experience, you will speak with David from time to time. After having worked in leadership roles for over 15 years, David has honed his operational arsenal, and brings about clarity, innovation and seamless communication. David holds a Bachelor's in Business Management from CSUSB.

