

Leadership Round Table Training

Round Table Overview

We believe leaders must be continual learners and have a cadre of peers with whom they can have learning relationships; a group of people that can serve both as mentor and protégé, teacher and student, friend and colleague. This kind of professional learning relationship can be hard to come by in the normal work routines-especially when there is little time for personal/professional development, and leaders must be increasingly sensitive to what kinds of information they share among direct reports or supervisors. Trust and confidentiality are critical components for nurturing learning relationships and continual learning.

The Leadership Round Table training program is a structured means of creating long term, professional learning relationships amongst like-positioned leaders within an agency or organization. Unlike other professional networks where leaders from multiple organizations come together to share best practices, etc., the Round Tables attract a horizontal cross section of leaders within an organization to address and receive training on both personal and organizational development opportunities and concerns. As peers and colleagues, Round Table participants can both learn together and build capacity as they exercise a more systemic impact on the leadership culture of their organization.

The Round Table structure focuses on the following elements:

- **Knowing Yourself:** Personality characteristics, generational perspective, cultural influences, and life experiences culminate as ingrained beliefs and assumptions that create a “lens” through which each of us sees the world. When this context is illuminated, it can lead to a deeper understanding of oneself, allowing for a greater range of possible behaviors and the increased understanding and inclusion of others who might be different. This is increasingly important, as the times call for leaders to better leverage the differences of their employees to collaboratively address the complex problems they share while becoming more cohesive units.
- **Group Trust:** Elevating and strengthening group trust is a key component to the Round Table. By creating explicit “ground rules” and agreements to serve as behavior guides, the group will establish the tenor and expectations of their interactions, training, and experience. Participants get to know each other both personally and professionally through conversation, focused small and large group activities, and storytelling. Providing for structured self-revelation in a group setting will increase trust and allow for strong learning relationships to develop.
- **Group Dynamics:** Throughout the Round Table meetings, participants are taught, experience, and learn essential lessons in group dynamics that can be duplicated and applied to their own workplaces. With their consultant/trainers and one another, they will practice strategic communication techniques, the discipline of giving and receiving productive feedback, the effective management of conflict, group decision-making methodologies, systemic principles of self-organization, and models for continuous personal development.