For more than a decade, you have trusted ABC of Georgia to provide leadership training for your young, high-potential employees through our acclaimed Future Leaders Program. Back by popular demand for the third consecutive year, we are happy to offer the next level of leadership training for mid- to upper-level managers through our Advanced Leadership Course.

The ABC Advanced Leadership Course will help your leaders think differently, and inspire them to breakthrough, bringing fresh ideas to your teams, departments, processes and your entire organization. This course is perfect for graduates of Future Leaders who are looking for a “next step” for continued leadership development. (However, Future Leaders participation is not a prerequisite.)

Created and delivered by leadership training experts at The Riverbend Group, each module is designed to inspire, equip, lead and challenge people to become greater.

Sessions 1 & 2: Breakthrough with Results Centered Communication: LIFO® (Life Orientations)

Imagine an organization where every team member knows the way they like to do things and recognizes the preferences of each of their colleagues.

That’s what differentiates the LIFO® Method from other approaches. It starts with participants learning their individual style preferences and those of others. Enormous productivity improvements can then be realized using common language to communicate with people in the style that they prefer and respond to.

This approach leads to understanding the differences in how people work, how they receive information and how they deliver information. The goal is to get teams talking, providing feedback to each other, and working to understand their behavioral styles in order to capitalize not only on their own strengths, but also on the strengths of those around them. LIFO® is a unique approach that is sustainable in organizations.

- **Session 1** focuses internally, on the individual leader... the “me.” Individuals will take a 15 minute survey prior to the session and will receive a personalized report in class. Participants will gain an understanding of the 4 styles of LIFO while applying 3 productivity strategies to help participants understand themselves and create personal action plans for increased productivity and effectiveness.

- **Session 2** turns attention outwards — on people the leader interacts with (team members, customers, peers, bosses, employees, etc.). It is centered on learning how to recognize others’ preferred styles by observing what they say and do... and then “translating” messages to get better results. The session will focus on real life application and practice on situations that participants face as leaders, such as: delivering tough messages, coaching and inspiring others to take action.
Session 3: Change Management
This session helps participants understand the dynamics of change, the human element’s effect on driving change through an organization, and ultimately how to lead people through changes that occur in their organization and teams. We will explore why and how people resist change and develop leadership strategies to move teams from denial and resistance to exploration and commitment more effectively and efficiently. Ultimately, leaders will learn to help themselves and other people manage/modify their perspective on change — to view it as an opportunity and a competitive advantage for themselves and their organization. John Kotter’s short parable “Our Iceberg is Melting” is a pre-read for this session.

Session 4: The CAR Model: Driving Influence®
Riverbend’s The CAR Model: Driving Influence®, will equip the participants with knowledge of how Communication, Action, and Reputation drive influence up, down, across, and outside their organization, a key leadership skill vital to breakthrough, especially when working in a matrix environment, not having direct reports, or participating on cross-functional teams in or outside the organization. The programming will leverage an advanced perspective the LIFO® training experienced in Sessions 1 and 2, as well as dive into the leader’s personal brand. In advance of the session, participants will be asked to complete a short, confidential personal brand survey taken by self as well as at least 4 people with whom they “influence.”

Session 5: Delegation: Monkey Management
Deriving from Ken Blanchard’s “The One Minute Manager Meets the Monkey” and Harvard Business Review’s "Who’s Got the Monkey” and building on the use of LIFO® comes Riverbend’s crash course in delegation, "Monkey Management." This course inspires participants towards breakthrough in delegating tasks because of the strategies, format, and best practices that are revealed. Participants will leave with delegation action plans, resulting in better ROI for manager’s time and more development opportunities, responsibility, and accountability for direct reports.

Schedule of Classes
Each 4.5 hour session will take place 8AM – 12:30PM on the following days:
- Session 1 – October 11 (Wednesday)
- Session 2 – October 18 (Wednesday)
- Session 3 – October 25 (Wednesday)
- Session 4 – November 1 (Wednesday)
- Session 5 – November 16 (Thursday)

Who is eligible?
To participate in the ABC Advanced Leadership Program, individuals must have at least 5-10 years of management responsibility and currently be serving in a mid- to upper-level management position. Due to limited space of 20 participants, employees of ABC member companies receive first priority. Companies may nominate more than one employee. However, depending on demand, the number accepted may be limited.

How does one apply?
To apply, interested individuals must complete the application below, have it signed by their supervisor (or company executive) and return it to ABC by September 27, 2017.

What is the cost?
The cost for the Advanced Leadership Program is $2,199 per person for ABC members ($2,599 for non-members). Check or credit card must accompany application. If for any reason the individual is not accepted into the program, the fee will be refunded in full.

Who is The Riverbend Group?
The Riverbend Group is a “people and organizational development company” providing management consulting, training and development, and teambuilding to people and companies worldwide. Riverbend’s programming is designed with their signature Action-based Learning™ methodology, so participants are not just hearing and seeing, but saying and doing... they are increasing retention and making application in real time. Visit them at www.theriverbendgroup.com.