Total Leadership Online

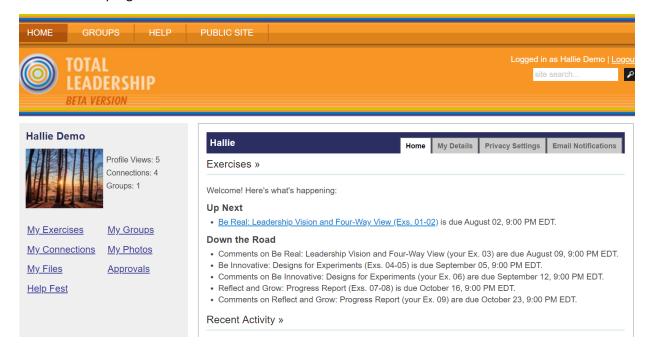
As a complement to our Total Leadership workshops, program exercises can be completed by participants on our proprietary, secure online social learning platform, Total Leadership Online (TLO), at beta.totalleadership.org (no prefix). Contact us at info@totalleadership.org to schedule a live demonstration.

TLO enables sustainable coaching connections and community-building. It allows our professional staff to track every participant's progress and results, while respecting confidentiality and privacy; report on utilization and impact; and provide regular feedback and clarify expectations throughout. It not only gives each participant a standardized record of their journey and its lessons, it also provides the organization a detailed systematics means for documenting our program's ROI.

Some of TLO's key features and benefits are described and pictured below. For complete examples of prior participants' Total Leadership exercises, join beta.totalleadership.org and then click Help (top navigation bar) / FAQs + examples of TL exercises (under Forum) / Examples of exercises (under Topic).

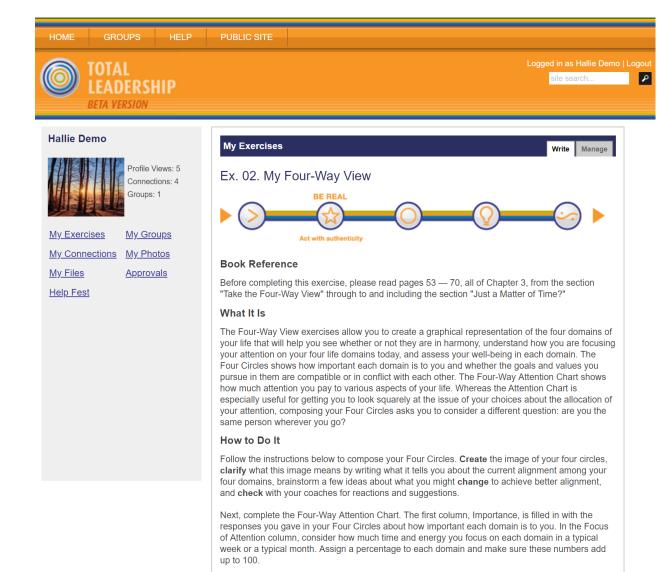
Custom Workshop Setup

Use of TLO includes a custom designed set of exercises and a tailored schedule to fit your organization's needs. Participants are grouped in trios (or quartets) to facilitate peer-to-peer coaching and have one-click access to program exercises via TLO.



Guided Exercise Completion

Completion of program exercises significantly increases the value participants take from their efforts in Total Leadership. TLO guides participants through each exercise and refers them to the relevant section in the book, explains what each exercise is designed to accomplish, and gives detailed instructions for completing the work.



Exercises in TLO are cumulative, and the content and data from early exercises are built on and guide participants through later exercises that are automatically customized to them. For example, the Stakeholder Analysis exercises first walk participants through selecting their stakeholders in each domain...

at work, at home, in the community, and for yourself?

After you've completed the chart, write notes in response to the following questions:

• What are the consequences of the current choices you make about your focus of attention spent

Work / Career / School

1. My boss

Why Zack McGahey chose this stakeholder:

Gary is my Vice President to whom I report. He's been very supportive of my career, and I feel as though I can be very direct with him. He gives good feedback, and is very flexible to my life concerns. He puts a lot of trust in me, and I return that trust with very good work. I am lucky to have a very great boss with whom I enjoy working.

2. David Mou

Why Zack McGahey chose this stakeholder:



David is a very talented young man that reports to me on my manufacturing team.

... followed by defining both expectations of and for each stakeholder, rating performance in meeting those expectations, and preparing for and holding dialogues with each stakeholder.

In this example, the reason Zack chose his boss appears in the exercise above the new content Zack adds about expectations. Then, in yet a later exercise, all that content populates automatically above the new content Zack then adds about how he's going to conduct his dialogue with his boss.

After the dialogue Zack composes his notes on what he learned from it and that then is added in a further exercise, again with the earlier content conveniently appearing above for reference (this last step not illustrated in the example directly below).

1. My boss

Why Zack McGahey chose this stakeholder:



Gary is my Vice President to whom I report. He's been very supportive of my career, and I feel as though I can be very direct with him. He gives good feedback, and is very flexible to my life concerns. He puts a lot of trust in me, and I return that trust with very good work. I am lucky to have a very great boss with whom I enjoy working.

My boss's expectations of Zack McGahey:



I think that, generally speaking, Gary's expectations of me are to make his life easier, and not harder. In a more specific sense, he relies on me to be a troubleshooter, and to oeprate independently. Although he needs me to operate without his assistance, he expects that I bring information to him that is important for him to weigh in on. Gary expects that I prioritize the work that I have on my plate and make thge best decisions possible to keep things moving. He expects me to bring energy and commitment into all of the tasks that face us as a department

Zack McGahey's performance in meeting My boss's expectations:

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Zack McGahey's expectations of My boss:



What I really need from Gary is for him to be very knowledgable about what kind of load I am carrying and give me the resources and time I need to complete everything. It would also be really helpful if he could clearly prioritize work and not reat everything as if it were urgent to help give me the guidance I need to be agile. It need him to be open and ready to listen, and be proactive about managing the group balance and load.

My boss's performance in meeting Zack McGahey's expectations:

★★★★★★★★★ 8 out of 10

Preparation for dialogue with My boss:



I think for meeting with Gary, I will do so under the context of our normal meetings. He and I have always had a flex-schedule one on one philosophy of "when-needed." and he almost always say yes to do it right away when I ask, without worrying too much about what he is doing. So we'll probably discuss one on one in a conference room and in antipication of this meeting, I want to try and prepare to listen more than I talk. I think I have a tendency to try to talk more around him to show how good I am or how perceptive I am, and it is important in this exercise that I solicit more.

I think my goals will be to discuss how I can better manage the balance of my time/work right now, and solicits ideas on how I could do that. Maybe we could develop some flex-scheduling that would allow me a 1/2-day occasionally to spend more time at home while maintaining communication with work. They have been receptive to my needs in the past, as long as I get things done.

I'll be looking mostly on his ideas of how I could manage the load better and improve my communications with my team, epecially Tim. I am not sure exactly how this epxeriment would play out, but I could probably manage to measure the tangible effects of any balancing activities by analysing how much time I am spending on what activities, which will lead to insights on how the workload / time at work could be balanced.

The same automatic accumulation occurs with Total Leadership experiments, designed to have an impact in each of the four domains. First the goals and results metrics for each domain are identified.

Scorecard for Experiment 2: Weekly Roll ups

Work / Career / School

Goal



I want to make my message clear each week to my stakeholders and those that I work with. Goals for that week should be clearly stated and that there should be a clear endstate. People should know what to expect for succes and what to expect if there's a failure that they could have prevented.

Results metrics



Are my goals realistic for my people underneath me?

Are the goals that my boss has set for realistic?

Am I taking the time to go through the project management process and understand the specified, implied, and essential tasks that are needed to accomplish jobs and tasks for the week?

How many of the projects/tooks that I nut out are catually

Home / Family

Goal



I want to have a clear picture of what we are all doing in throughout the week. Nina and I need to be on the same page and I want to make sure that she is tracking what I'm doing for the week and vice versa. The most important portion of this that I want to accomplish is that we both understand, truly understand, what we are both doing so that we can help one another out.

Results metrics



Have I put everything on the calendar that I need to so that Nina can see everything?

Does Nina know the major work events that are going on for me? Do I know the major work events as well as OBGYN appointments that may be pending for the week?

Is there something that I didn't know about that I should know about?

Then, after the experiment is done, that content automatically populates later exercises in which participants capture their individual stories about the impact they've made to their Work, Home, Community, and Self domains. They explicitly note the value-added contributions they've made to their business, and to the other parts of their lives, through their Total Leadership experiments.

The Progress Report exercises, the final set, capture changes in stakeholder expectations and performance in meeting them since the beginning of the workshop and this aggregated data further documents the value added to the business, further enabling demonstrated ROI of Total Leadership.

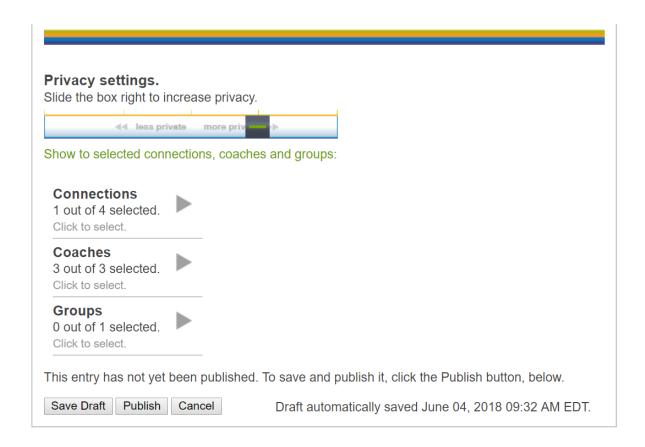


Privacy and Confidentiality

Through the use of Privacy Settings on TLO, participants have complete control over who can see their exercises. To utilize the peer-to-peer coaching aspect of Total Leadership participants must share their exercises with their coaches.

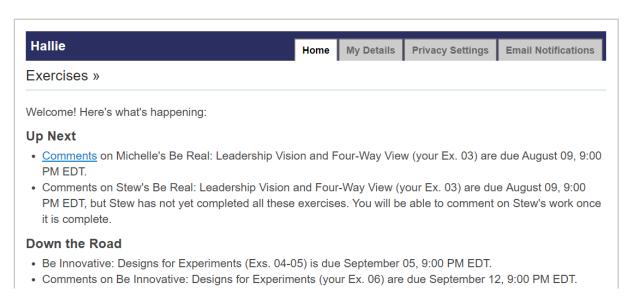


Some participants expand their coaching network further by sharing exercises with people outside of their coaching trio, or even outside of the program.

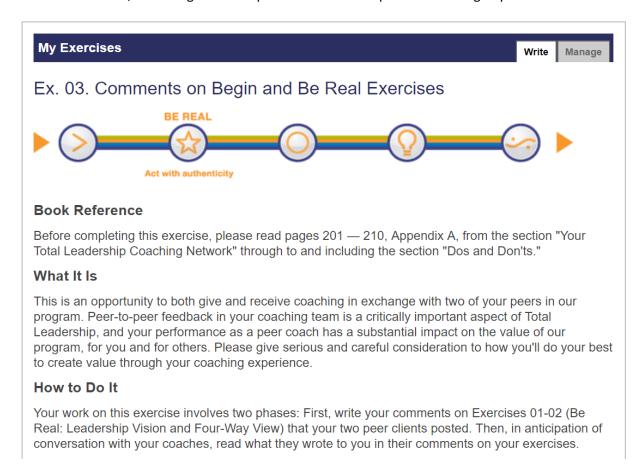


Peer-to-Peer Coaching

When a member of the participant's coaching group has posted his or her exercises, a notice appears on the TLO Home page with a link to access and provide comments.

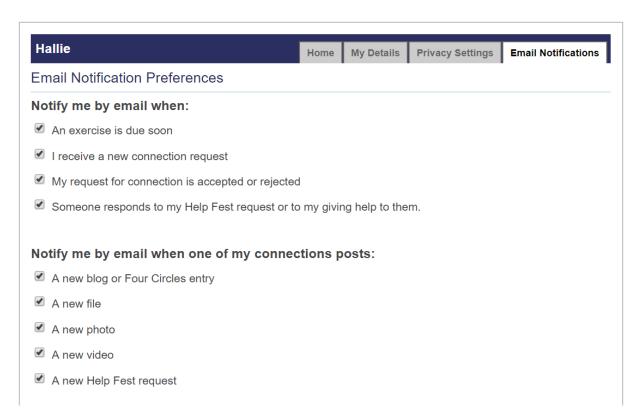


As with all exercises, detailed guidance is provided for how to provide coaching to peers.

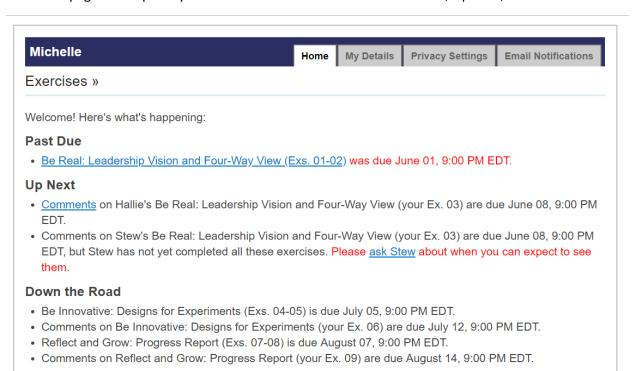


Notifications and Administration

TLO will send automated email reminders to participants about upcoming exercises and exercises that have not been completed by the due date. These messages can be tailored to your organization's specifications. Participants can control which types of email notifications they receive.



The home page shows participants reminders about work that is Past Due, Up Next, and Down the Road.



Interested in a Live Demo?

To learn more about how TLO can be used to enhance our long form Total Leadership workshop, contact us at info@totalleadership.org to schedule a live demonstration.