

Ready to take your managers' performance  
to the next level?

## Take The Leadership Challenge® and Achieve the Extraordinary

A unique, customized, intensive and interactive  
experience in a highly personalized setting



Friday, April 1, 2016

8:00 a.m. to 5:00 p.m. Marriott Courtyard, Cromwell, CT

**Registration Deadline: March 8, 2016**  
(Registration limited to 15 participants)

To register online, visit <http://www.solutions-eap.com/Events/Leadership-Challenge/>

Any questions, contact Scott Serviss  
203-379-2897 or [sserviss@solutions-eap.com](mailto:sserviss@solutions-eap.com)

Presented by



## Leadership is everyone's business...

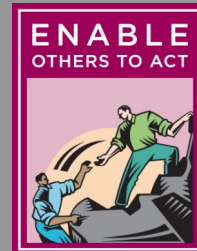
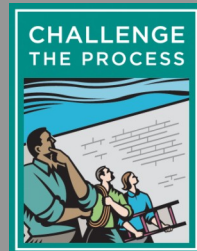
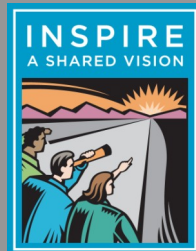
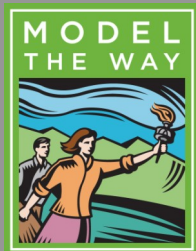
From the front line to the C-Suite, leadership means contributing your best and empowering others around you to achieve the extraordinary. That singular truth, woven throughout The Leadership Challenge® Workshop, will serve as the basis of your leadership journey. Will you accept the challenge to lead?

## What is The Leadership Challenge?

The Leadership Challenge® is a leadership development model based on more than 30 years of rigorous research by Jim Kouzes and Barry Posner. Seeking to learn what effective leaders do to achieve extraordinary results, they continue to conduct hundreds of interviews and case studies to understand the times when people perform at their personal best. Intensive research and analysis has revealed the five fundamental practices that are always present during extraordinary leadership achievements.

The Leadership Challenge® Workshop introduces you to those five practices and engages you through exercises and group work. The learning experience includes the Leadership Practices Inventory® (LPI) 360 degree assessment, a personalized analysis of how you currently use these practices in your work. You'll get plenty of personalized, hands-on guidance on how to apply the insights you gain to develop your own individualized plan that will take your leadership effectiveness to a new level.

### The Five Practices of Exemplary Leaders



" The Leadership Challenge exceeded all of our expectations by far! Scott Serviss and Tom Matthews designed a program that developed our leadership team "bench" and benefited our organization. The facilitators' collaborative style of training, communication, and ability to adapt to each individual's unique strengths and needs led to a successful training for all learning styles.

The Leadership Practices Inventory 360 helped managers to learn about their leadership style and develop a practical Individualized Development Plan. Our organization has greatly benefited from this exceptional Leadership Program. One year since the completion of the program, the participants still use the skills and practices they learned, and many of the participants have advanced within the organization. "

*Amy Lefebvre, M.Ed*  
*Director of Operations*  
*NAFI CT*

## Upon completing the workshop, your managers will be better able to:

- **Identify** the frequency of your personal leadership behaviors—as measured by the Leadership Practices Inventory® (LPI)
- **Clarify** and communicate your fundamental values and beliefs
- **Set** the example for others by aligning your actions with shared values
- **Express** your image of the future
- **Inspire** others to share a common vision
- **Search** for opportunities to change and improve
- **Experiment** with innovative ideas and learn from accompanying mistakes
- **Build** collaboration, teamwork, and trust
- **Strengthen** the ability of others to excel
- **Recognize** the accomplishments of others
- **Apply** the lessons learned in the workshop to begin building an initial Leadership Development Plan

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## The Leadership Challenge® Registration Fee (\$995) includes:

- A personal analysis of the Leadership Practices Inventory® (LPI) 360-degree online assessment. (The online assessment needs to be completed in advance of the workshop.)
- Workshop materials, including a copy of *The Leadership Challenge, 5th Edition*, by Jim Kouzes & Barry Posner
- Networking opportunities with other leaders
- Breakfast and lunch

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## Personal Leadership Development Plan and Coaching Opportunities

Our consultants possess a great deal of knowledge, qualifications, experience, and abilities. Our consultants have significant business expertise and years of experience providing consulting to organizations, including small business, nonprofits, government agencies, and large corporations. Solutions offers comprehensive employee assistance programs and a full spectrum of leadership development services including executive coaching, strategic planning, change management and team development. Solutions EAP helps organizations cultivate true leaders and optimize individual and team performance.

# Solutions



**Scott Serviss**, Psy.D., BCC, is a Leadership Development Consultant for Solutions EAP who works with individuals, teams, and organizations to enhance individual capabilities and to make organizations more effective. He provides executive coaching, team development, action learning, and strategic change consultation. He has worked with senior management teams to develop talent management and leadership development programs and is a Board-Certified Coach.

Scott has a wide range of experiences as a leader and manager, executive coach, trainer and facilitator, adjunct faculty and non-profit board member.

Scott has been Adjunct Clinical Faculty at doctoral level and masters level graduate programs. He is a board member of the Society of Consulting Psychology and has been published in *Consulting Psychology Journal: Research and Practice*. He is certified in Hogan Assessments, 360° Feedback Assessments and Development Planning through The Center for Creative Leadership, and is proficient with a number of assessment inventories.

Scott received his Psy.D. in Clinical Psychology from the University of Hartford, earned a certification in Organizational Consulting Psychology from the Massachusetts School of Professional Psychology and completed business classes at Harvard University. In addition to his work at Solutions, Scott is a second generation owner and Vice President in a family business.



**Thomas J. Matthews** is the Director of Solutions Employee Assistance Program and has expertise in providing coaching and consultation services, training programs, and Critical Incident Recovery services. As a former Corporate Director of Training and Employee Development, he directed all facets of training including the design, implementation, and delivery of quality training programs. As an accomplished speaker and facilitator working with both large and small groups, Tom has also been an adjunct faculty instructor in business management and was formerly a part-time instructor for the Vernon Adult Education, College Transition Program. He served in the U.S. Air Force as an education counselor, and is a past director of the Connecticut Office of Veterans' Affairs.

**Solutions EAP** is a program of Advanced Behavioral Health, Inc. (ABH®),  
a nonprofit managed behavioral health company based in Middletown, Connecticut.