

## High Performing Leadership Workshop

### WHY?

- >> There is a recognized need to strengthen industry organizations from within through the development of key leadership and execution skills, especially among high-potential professionals and management talent. These skills, along with early career opportunities to network, interact and collaborate across the baking industry will strengthen supplier and baking companies as well as the industry.

Often strong employees find it challenging to transition from an independent contributor to a manager. What makes an individual contributor successful is different than what makes a manager successful. Additionally, what makes a manager of individual contributors successful is different than what makes a manager of managers successful. The High Performing Leadership Workshop speaks to these challenges with a model for improved performance in current positions and acceleration through transitions.

### WHAT IS IT?

- >> This is an intensive 2-day workshop focused on High Performing Leadership. The workshop combines presentation of content with hands-on experience applying the principles. Practical application of the Leadership principles learned in the workshop involves some pre-work, completion of a Leadership Development Plan and assessment of personal and business results of the plan.

Leveraging BEMA's expertise in networking there will be several opportunities to connect with suppliers and bakers in addition to the collaboration during the workshop. These opportunities include a welcome reception, structured lunches and small group dinners.

### WHAT CAN I EXPECT?

- To walk away from the workshop with an actionable leadership development plan
- To connect with suppliers and bakers in the industry
- To participate in engaging activities that are related to the content of the workshop
- To practice the skills and processes learned during the workshop

#### *What can my company expect?*

- ROI in terms of leadership productivity & alignment of leadership values with company objectives
- An actionable and measurable Leadership Development Plan that is driven by real data (see Hogan Assessment) and personal insights

### WHO SHOULD ATTEND?

- >> High-potential employees and/or management who either have or will in the future be taking on leadership responsibilities

Leaders who would like to strengthen their leadership skills through a repeatable and improvable process

[bema.org/stronger](http://bema.org/stronger)  
**913-338-1300**  
[kbrost@bema.org](mailto:kbrost@bema.org)

**Program Dates:**  
November 2-4, 2015  
Chicago, Illinois

Warwick Allerton Hotel  
701 N. Michigan Ave.  
Chicago, IL 60611  
1.312.440.1500

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### PROGRAM DETAILS

#### Preparation & Pre-work

>> Preparation is an important component of the workshop, it allows participants to consider the specific principles that are critical to their own success. The preparation work is mandatory and certificates of completion will not be awarded until all pre-work is completed.

- ☐ Complete \*Hogan Assessment online (≈45 min)
- ☐ Participate in Hogan Assessment feedback session
- ☐ Read \*\**The Leadership Pipeline* summary PDF
- ☐ Read \*\*\**The First 90 Days* summary PDF
- ☐ Login to the Leadership Skills Program online forum
- ☐ Complete online forum survey
- ☐ Review the Leadership Development Plan

#### Arrival Day

Arrival

7pm – 10pm • **Welcome & Reception Event**

#### Workshop Day 1

8am – 12noon • **Workshop content & collaboration**

12noon – 1:30pm • **Networking lunch**

1:30pm – 5pm • **Workshop content & collaboration**

5pm – 6pm • **Break**

6pm – 10pm • **Networking Dinners & Group Activity**

#### Workshop Day 2

8am – 12noon • **Workshop content & collaboration**

12noon – 1:30pm • **Networking lunch**

1:30pm – 3:30pm • **Keynote and/or Workshop content & collaboration**

3:30pm – 4pm • **Review and wrap-up from the BEMA-U Program Leader**

#### Post-work & Follow-up

>> In order to ensure that real value comes to the participant and the company, there is structured post-work. The goal is to immediately implement the insights generated and plans created through the High Performing Leadership Workshop.

- ☐ Completion and submission of Leadership Development Plan within 14 days (submitted online)
- ☐ Participation in online forum
- ☐ Participation in 30, 60, 90 day Leadership Development Plan review webinar
- ☐ Submission of Leadership Development Plan progress and results (submitted online)
- ☐ Certification awarded
- ☐ Recognition of Certification completion

\*The Hogan Assessment is a leading personality assessment, supported by 25 years of experience and peer-reviewed research. The assessment is built into the program at no additional cost to participants. You can learn more about the assessment [here](#).

\*\*The full *Leadership Pipeline* text is available [here](#).

\*\*\*The full *First 90 Days* text is available [here](#).

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