

GROUP LEADERSHIP INTENSIVE

Sunday, April 7, 2019
to Friday, April 12, 2019
At Malibu's Serra Retreat



JOIN ROD NAPIER, PH.D.
& LEONARD BADE, MSOD
ON A FIVE-DAY EXPERIENTIAL INTENSIVE
IN ADVANCED LEADERSHIP AND HIGH-
PERFORMANCE TEAM DYNAMICS

Serra Retreat sits atop a 23-acre knoll in beautiful Malibu with views of the Pacific Ocean as well as the Santa Monica Mountains. There are paths and walkways with benches for our guests to read, meditate, and enjoy the manicured gardens.

GLI

WHY GLI?

Most leadership programs are "about" what leadership should be with reading, discussions and lectures, and people talking about their experiences. The GLI is the oldest program of its kind in the United States. People in our industry say that it has "legs" because **IT PROVIDES PARTICIPANTS THE OPPORTUNITY TO LEARN BY DOING.** With only 12 people, there is no place to hide. We say that the program is *not for the faint of heart*. It is for leaders who are interested in taking a deep dive into their behavior, skills, and what works and doesn't work for them. There is no simple list of 10 directives every leader should do. Instead, the assumption is that because individuals are so different, the focus has to be on what each person needs to do to strengthen his or her own leadership effectiveness with the help of new team members.

THE GLI DIFFERENCE

Thus, people come with a pseudonym and share nothing about their current work or past histories. That completely levels the playing field as the group works to become a high-performing team. In the process, they learn to diagnose the changing needs of their team in real time, and to design interventions to deal with the quite predictable dysfunctions and conflicts present in any team as it evolves. The key is to experience and then analyze the impact of each participant as they attempt to move the group forward. In the course of our five days, skills are learned sufficiently so they become part of each participant's repertoire. Here we have time to practice essential skills and to internalize the feedback so critical to each individual's growth. We witness wide-ranging design strategies that work. And, most critical, **PEOPLE LEAVE WITH NEW WAYS OF THINKING AND ACTING.** Come join us. You will never be the same.

DATES

**Sunday, April 7, 2019
to Friday, April 12, 2019**

FEEES

**\$3,450 All-inclusive:
Single retreat room, all
meals and Group Leader-
ship Intensive fee. Limited
scholarships available.**

INFORMATION/ REGISTRATION

**If you would like additional
information about the program
or a conversation with a prior
participant please contact:
LEONARD BADE
leonardbade@gmail.com
682.777.8087**

GLI

IMPROVE YOUR ORGANIZATION'S PERFORMANCE

Great leaders master the fine art of working in highly-complex, matrixed organizations built on foundations of trust and collaboration. They must provide support, guidance, and accountability for teams and individuals. With the increasing pace of change and stress on execution, teams are made and unmade rapidly and expected to provide results in the time required. Without the ability to nimbly form, develop, and maximize the output of new teams, even the finest leaders will fail to produce required results in the time provided. Participants have described GLI as one of the most enlightening experiences of their lives. Limited to 12 participants - those who attend are from all over the globe and all walks of life.

THE GROUP LEADERSHIP INTENSIVE IS BROUGHT TO YOU BY THE NAPIER GROUP IN COLLABORATION WITH INTEGRATIVE RECOVERY SOLUTIONS. THIS DYNAMIC INTENSIVE WAS ORIGINATED, DESIGNED, AND DELIVERED BY THE NAPIER GROUP FOR OVER 40 YEARS - MAKING IT ONE OF THE LONGEST PROGRAMS OF ITS KIND IN THE COUNTRY.

AT GLI YOU CAN EXPECT TO GAIN POWERFUL GROUP LEADERSHIP, MASTERY-LEVEL, SKILLS THAT WILL ENABLE YOU TO:

UNDERSTAND YOURSELF. Discover your personal impact as a group member and leader. Identify and maximize your strengths, and work on areas you need to develop.

UNDERSTAND TEAMS. Learn how to build trust, motivate teams, resolve conflicts, and transform meetings from boring timewasters to creative collaborative solutions. Help a group move through its natural stages of development so members can accomplish goals and build trust and respect for individual contributions.

UNDERSTAND THE MEMBER/LEADER BALANCE. Manage your dual roles as member and leader. Assume and maintain your position as leader, while participate as a credible member.

DIAGNOSE. Gather instant data to tell you where a group is now and where it should go next.

DESIGN. Create appropriate strategies and learning activities to help a team move forward.

FACILITATE. Lead teams on your feet. Change strategies in response to changing team goals.

BUILD MEMBERSHIP. Involve team members in collaborative activities to raise trust and commitment, and increase individual sense of value, influence, and belonging.

ANALYZE TEAM PROCESS. Help teams examine issues that affect progress, including norms, decision-making, conflicts, communication styles, and feedback.

RESOLVE CONFLICTS. Give teams tools to listen, differ productively, handle feedback, value diversity. Work through problems. Stay focused as leader without getting hooked by conflicts.

GLI

ABOUT ROD NAPIER, PH.D. & LEONARD BADE, MSOD



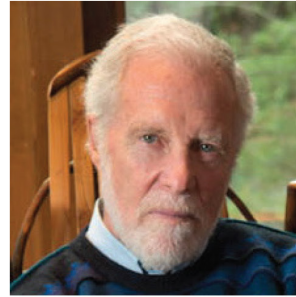
LEONARD BADE, MSOD, consults with individuals and organizations, to help optimize potential and performance.

Leonard specializes integrating his 30 years of executive and organization consulting experience with 30 years of personal and long term recovery expertise. He supports executives in addiction recovery and behavioral health treatment with leadership, strategy and culture development. Leonard is a noted culture change specialist and has created high impact world class leadership and culture change programs.

As VP at The Betty Ford Center, he created one of the most dynamic post treatment recovery programs that resulted in recovery communities of over 40 support groups, multiple sober social and recovery enrichment programs. He recruited and led over 140 volunteers in North America that resulted in over 80% continuous recovery over 10 years.

He currently serves as a leader of the Pepperdine Graziadio Business School MSOD Alumni Council ('10) as well as leader of the Treatment Professionals in Alumni Services (TPAS).

See: www.integrativerecoverysolutions.com



RODNEY NAPIER, Ph.D., wrote the book on management best practices.

His one dozen books and 40 years of experience are all about the application of skills and strategies for leaders and managers. A co-founder of the University of Pennsylvania's graduate program in Organizational Consulting and Executive Coaching, Rod's dynamic style of "telling it like it is" has positioned him as a much sought after leadership consigliere to top tier executives who desire the hard truths necessary to improve their organizations - and themselves.

His soon-to-be-published thirteenth book, *The Seduction of the Leader*, provides striking insights about (and remedies for) the dangers that face organizations whose leaders are seduced by sycophantic praise, half-truths, and filtered reporting. Rod has helped executives in such widely divergent universities, industries and organizations as the University of Virginia, Exxon, Merck, CBS, the Army Corp of Engineers and Outward Bound identify blind spots that keep them from surging.

See: www.thenapiergroup.com