

Leadership Development at Wintergreen Resort

When your organization sends its leaders to a retreat, how they spend their time and what they take away are important. To increase the value of your conference in 2009, Wintergreen now offers a complimentary Leadership Development discussion facilitated by our Chief People Officer, Mark Maynard, SPHR.

In addition to his certification as a Senior Professional in Human Resources, Mark holds a Certificate in Management from the Executive Education department at the University of Virginia, Darden School of Business. With over 15 years of executive level experience in human resources, he will facilitate a focused conversation to help you identify tactical and strategic solutions to your organization's leadership challenges.

Leadership Development Discussion Outline

I. Introduction

In our opening conversation, we will discuss how your group defines leadership, and talk about the individual and collective challenges your group currently faces.

II. Leading versus Managing

As we transition into a broader discussion about your roles, we will outline the differences between managing and leading, and how we can do both effectively.

III. Leadership Practices

Our discussion will move to a thoughtful evaluation of the five leadership practices of exceptional leaders as you identify where you are the strongest and the most challenged as an individual, and as a group.

IV. Leadership Lessons by Colin Powell

During this review of Colin Powell's leadership lessons, we will break into small groups and each group will present a subset of Powell's lessons to the rest of your colleagues.

V. Leading Strategy in Your Organization

Finally, we will identify your organization's strategy and competitive advantage, and discuss your role in supporting, living, and communicating these to ensure long-term organizational success.

Mark will draw from the teachings of Jim Kouzes, Barry Posner, Michael Porter, John Kotter, and Colin Powell, among other thought leaders, to drive this discussion.

This half-day interactive discussion can be designed to fit your timing needs as well as your organization's specific leadership challenges, and may necessitate conversations with a representative from your leadership group prior to your conference date.