

Exceptional Leadership Experience – Syllabus

Powerful learning experiences for the elite few who strive to create world-class systems and high-performance engineering teams.

Goal

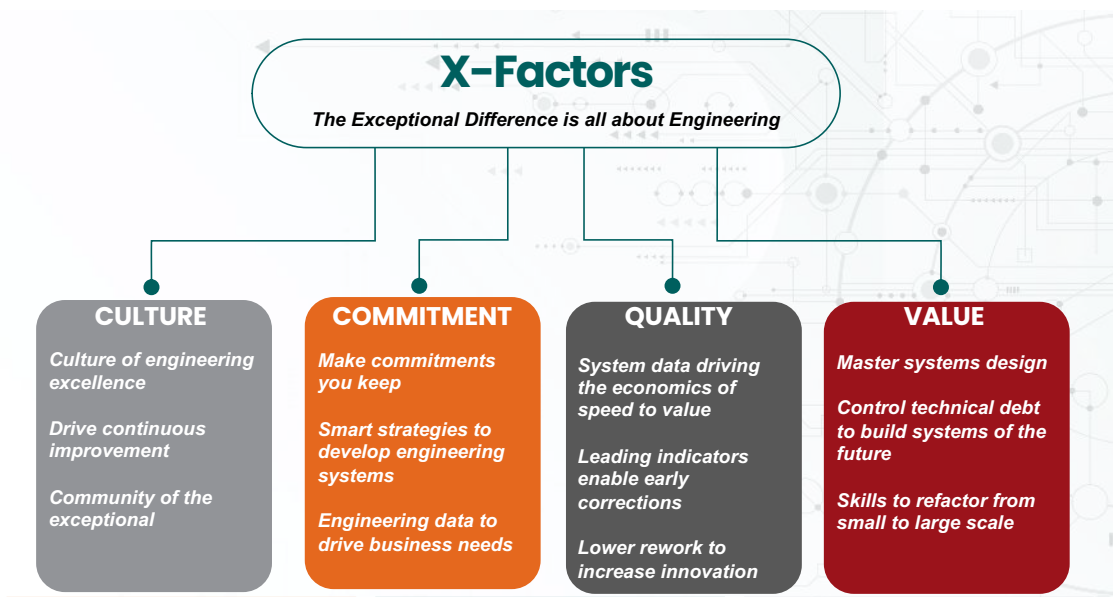
The goal of this program is to empower leaders to create high-performance teams. At Exceptional Difference LLC, we believe that being an *Exceptional Leader* is a choice you make intentionally. You must do so with a clear vision that the exceptional path is initially more difficult, but ultimately more rewarding.

Objectives

The *Exceptional Leadership Experience* is an exclusive program helping leaders master the X-Factors of Culture, Commitment, Quality, and Value. Specifically, this experience covers the

- Meaning and value of being an Exceptional Leader
- Ability to engrain in each team member you lead the relentless pursuit of value to your organization and its customers
- Ways to lead your teams to turn over every rock, looking for ways to go faster
- Means to enable your teams to make commitments they will keep or beat
- Mastery of your own environment
- Environment that attracts and retains top talent
- Certainty that team friction results in the constructive heat of innovation
- Skills to coach, mentor, and empower your protégés to excel
- Empowerment to take responsibility for your own destiny

Overview of the X-Factors



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Participants

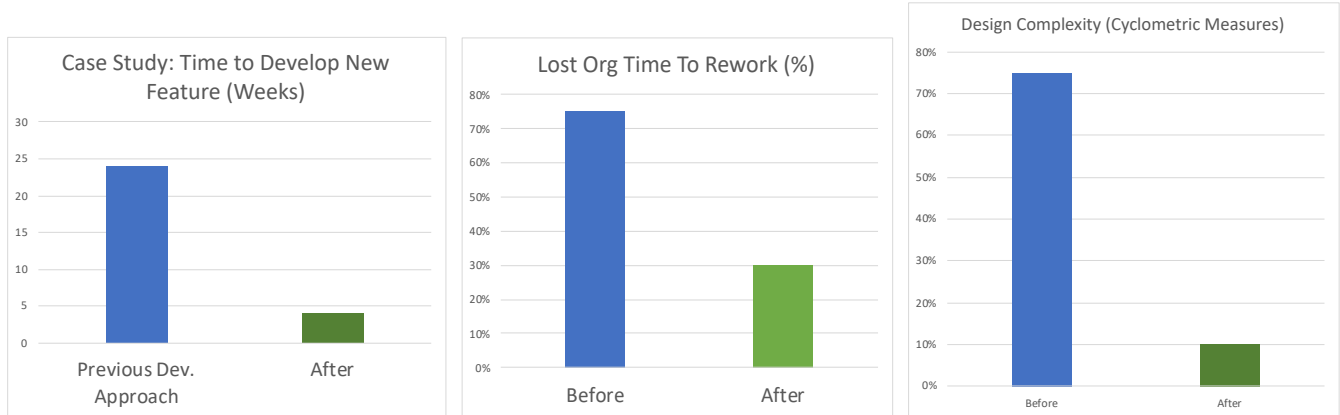
The Leadership Experience is designed for those that are leading system development teams. Typical sizes of the project teams they lead has a wide range from teams of 2 to teams of 200. It is encouraged that system engineers, product owners, requirements analysts also partake in this experience as they must work with and lead many people.

Duration and Cadence

- The Leadership Experience takes place over a six month period. It is paced with four major evolutions of learning. Each evolution is broken down into three two-week sprints.
- Sprints start with a two-hour dialog led by an *expert coach* that includes reading, exercises, and assignments.
- Office hours will be held each week where the coaches provide guidance in how to apply the learnings to their specific organizations and challenges.

Typical results

Graduates have applied their learning immediately to their jobs. The following are examples of results.



Design Principles

Why do we get these results? These results are based on years of research, and real-world application, on both the best practices of engineering and the best practices of how change behavior leads to lasting results.

Our Experiences are based on six design principles

- All about engineering
- Active on-the-job learning
- Deep learning over extended time
- Expert coaching tailored for individuals
- Useful and used
- Designed for the driven

The Exceptional Difference is Active On-the-Job Learning

Too many educational offerings focus on “passive learning” in a short period of time. It is proven by extensive research that typically less than 15% of what is taught is learned and used. The best learning takes place over a period of time with built in feedback loops of real-world application.

The exceptional difference approach is active learning with immediate application.

