

Diamond Quality Leadership ©

Leadership Skills for Today's Workforce

The Problem

The dirty little secret about most leadership training is it doesn't turn into improved leader performance. HBR, Forbes, and Inc., all have reported that US businesses spend billions annually on training that does not result in a good ROI – largely because people go back to their old ways of doing things.

During these times of relentless change and the Great Resignation, companies need to develop their leaders/managers more than ever. However, with tight budgets, no company can afford to waste money. **There is a better way.**



The Solution

The Diamond Quality Leadership © program solves this problem in three ways. Think of it as a three-legged stool that provides a solid foundation.

A Leadership Model provides a framework for understanding the essence of leadership. This model is based on two years of research by Dr. Mark Hinderliter. The model is in the bottom left of this page.

Program Design. The key problem with most leadership programs is that they deliver content only. "Knowing" leadership is only the first step. "Doing" leadership on the job is what gets results. DQL is designed to learn the concepts and skills, and apply them on the job throughout the program, so they become hardwired, or second nature.

Peer Coaching. The third leg of the stool is designed to continue the development beyond the workshop to achieve maximum ROI. Participants are put into small learning teams to collaborate, encourage each other, and hold each other accountable for continuing the development. Peer coaching helps the company build a sustainable leadership culture.

I have had the privilege of participating in Dr. Mark Hinderliter's Diamond Quality Leadership program and it helped me develop my overall approach to leadership. More specifically, it helped me fine-tune communications skills so that I am able to get and keep my workforce on the same page, pulling in the same direction, improving our company performance. – Jay Locatelli, Owner, Integrity Inspection.

Leadership is the only sustainable competitive advantage in any business.
Everything else can be copied.

-Dr. Gerald Bell

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Agenda

This virtual, eight-module program is conducted every other week for four months. This design allows the leaders to learn and apply the concepts and skills where it matters most, **on-the-job**.

Module 1. **Introduction.** Overview and how to get the most from the learning.

Module 2. **Build Trust.** The glue to all relationships; personal and professional.

Module 3. **Serve Others.** Setting people up for success.

Module 4. **Create Clarity.** Everyone on the same page, pulling in the same direction.

Module 5. **Work with Purpose and Passion.** Purpose and passion drive profit, not the other way around.

Module 6. **Fully Engage People.** Engaging people's hearts, minds, knowledge, and skills.

Module 7. **Act with Courage.** Taking on the toughest challenges to keep moving forward.

Module 8. **The Path Forward.** Keys to continuing the development beyond the workshop.

One-one-One Coaching. We work with each leader to map out a personal strategy for their ongoing development.

Enrollments and Logistics

This is an open-enrollment workshop allowing companies to send 1-4 people, rather than committing to an entire group. Great for small businesses or allowing a few people to pilot the program.

Tuition: \$2400.00 per participant. Invoiced and paid prior to start date. Discounts available for multiple participants.

Dates:

May 26th

June 9th

June 23rd

July 7th

July 21st

Aug 4th

Aug 18th

Sep 8th

Time: Thursdays from 10:30 to 12:00 CST. Virtually hosted on Zoom.

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Workshop Leaders

Dr. Mark Hinderliter. Mark's leadership experience as a Senior Vice President for a global, billion-dollar enterprise and a PhD in Organization and Management are a unique fusion of real-world senior leadership experience and academic credentials that brings instant credibility to his clients. Mark is an Executive Coach and Leadership Workshop facilitator and coach. He works with companies to develop people strategies to support their current business strategies so they can attract and retain talent. Mark is the creator of Diamond Quality Leadership. He has delivered it to hundreds of managers/leaders in eight countries. Mark is a US Army Veteran and host of the LinkedIn Live Stream, **The Retention Advantage**. Mark's LinkedIn profile is <https://www.linkedin.com/in/markhinderliter/>

Rachael Gass. As an executive coach and workshop facilitator, Rachael walks alongside her clients as they decide what steps to take to raise their personal and professional potential. Her clients describe her coaching style as "authentic, values focused, and action oriented." Rachael spent 20 years working in Healthcare, IT, and Finance as a Chief of Staff (CoS) and Program Manager (PM) for companies including Kaiser Permanente, Perot Systems, Unisys and Sandhills Publishing. Her own corporate experience leading operational teams and managing complex stakeholder programs enables her to deeply understand her client's challenges and the complexities of being a leader within any size organization. Rachael holds a Master of Science in I/O Psychology and a Bachelor of Science in Marketing from Arizona State University. Rachael is certified by the College of Executive Coaching and has certifications from the Myers Briggs Foundation, Emotional Intelligence EQi, and The Predictive Index. Rachael's LinkedIn profile is <https://www.linkedin.com/in/rachaelgass/>

Bob Dusin grew up on a wheat and cattle farm in western Kansas and earned a degree in Civil Engineering from Kansas State University followed by a Masters of Business Administration from Rockhurst University. In the early part of his career, Bob worked as a Construction Engineer and a Construction Project Manager. He was also the co-owner of a concrete construction company, as well as the Human Resources and Training Director for a national construction firm. Bob is a keynote speaker, workshop leader and consultant, and sidelights as a voiceover actor and comedy improvisation. Bob is co-author of **Creating the High Performance Workplace**. His best role, however, is being husband to Beth and father to Nick and Matt. Bob's LinkedIn profile is <https://www.linkedin.com/in/bobdusin/>

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