

5 CLIMBS

5CLIMBS

The view is better at the summit!

The learning is in the climb.

Changing the way leaders learn, lead, and succeed!

LENGTH AND PROCESS

Six Months. Intensive blended learning process. Each month focuses on one climb. Attend virtual sessions. Collaborate with your learning group. Apply tools and templates on the job. Check in with your coach and your facilitator. The learning is in the climb.

“By bringing learner and coach together in a highly relevant and interactive experience, Five Climbs facilitates a new kind of learning conversation in organizations . . . one that is sure to impact both culture and results.”

TARGET AUDIENCE

Managers, Supervisors, Team Leaders, Key Professionals and Emerging Leaders.

–David Berry,
Former Director of Leadership Development
TaylorMade Golf

5 CLIMBS will introduce you to a revolutionary process that blends technology, human interaction, and everyday work into one integral learning experience. It focuses not just on what leaders learn (content), but how they learn it (application).

If you are looking for just another leadership workshop with traditional topics, 5 CLIMBS is not what you want. But if you are ready to transform the way you lead, manage relationships, develop teams, plan your work, organize your workforce, and shape your culture, you are ready for 5 Climbs.

This process will help you practice and apply leadership skills in the context of your actual job. You will be able to build your leadership capabilities on a daily basis, using a proven set of online tools.

You will learn invaluable skills for leading yourself and others in today's challenging work environment. You will create a personalized roadmap for your growth as a leader. You will also have access to practical, proven tools and templates to quickly implement new leadership strategies on the job.

CLIMB 1

Lead Self

- Know Yourself
- Align Yourself
- Account for Yourself
- Organize Yourself
- Present Yourself
- Care for Yourself
- Trust Yourself
- Challenge Yourself

CLIMB 2

Lead Relationships

- Know Relationships
- Build Trust
- Align Work Styles
- Strengthen Interaction
- Foster Collaboration
- Provide Coaching
- Seek Coaching
- Care for Relationships

CLIMB 3

Lead Teams

- Team Identity
- Team Trust
- Team Alignment
- Team Accountability
- Team Execution
- Team Collaboration
- Team Transition
- Care for the Team

CLIMB 4

Lead Organization

- Know Your Business
- Create Focus
- Develop Measures
- Improve Processes
- Strengthen People Systems
- Execute for Success
- Manage Change
- Care for the Organization

CLIMB 5

Lead Culture

- Know Your Culture
- Inspire Vision & Values
- Lead by Example
- Develop Leaders
- Foster Trust
- Reinforce Accountability
- Create Community
- Care for the Culture



5 CLIMBS

LEARNING PROCESS

LEARN

- Attend Each Monthly Online Session.
- Use Your Workbook as a Rich Learning Reference Guide.
- Complete Your Targeted Learning Plan.
- Take In Relevant Online Content.
- Interact and Collaborate with Your Learning Team.
- Ask Questions and Get Support from Your Facilitator.
- Share What You Learn with Your Actual Work Team.

DO

- Apply What You Learn in Your Own Environment.
- Download and Apply Online Tools.
- Complete Your Targeted Application Assignments.
- Check In with Your Facilitator.
- Collaborate with Your Learning Team.
- Adjust the Templates to Your Situation.
- Keep a Learning Journal.
- Check In with Your Coach.

CHECK

- Check in with Your Facilitator.
- Share Your Success with Your Learning Team.
- Track and Account for Your Learning and Your ROI.
- Ask for Feedback.
- Share Your Success with Your Coach.
- Continue Your Learning Journal.
- Continue to Climb.

5 CLIMBS is a leadership development experience that spans a six-month time frame. It is intensive learning, both online and on-the-job, for those who are serious about growing their leadership capacity.

Founded by Mark Christensen, 5 Climbs combines top drawer leadership content, powerful learning practices, and state-of-the-art technology to engage groups of learners in a unique leadership development experience.

Just like climbing a mountain, the growth is in the climb. Five Climbs doesn't just teach you about leadership. It helps you learn how to lead. The learning is in the doing. Five Climbs makes that possible.

The learning is in the doing!

Each of the "5 Climbs" is facilitated by our team of highly experienced leadership coaches. The process engages the learner in both individual and group learning.

During each phase, each learner will set their own customized learning roadmap and will be accountable to practice and apply what they learn on the job. While they are learning, doing, and checking, the learners will be interacting with each other, with their facilitators, and with close associates within their own work environment.

The learning process is uniquely synchronous and asynchronous. Leaders learn by doing, with virtual sessions, application tools, value-added projects, milestones and deadlines, group discussions, and face-to-face web discussions. It is entirely a remote learning experience, where leaders are able to participate, connect, and collaborate from their own device at home, at work, or on the road.



5CLIMBS

2017 SCHEDULE

SCHEDULE OPTION 1

 **LEAD SELF**
CLIMB 1 Online Session
 January 30, 2017
 9:00am to 11:30am
 pacific time

 **LEAD**
CLIMB 2 **RELATIONSHIPS**
 Online Session
 February 27, 2017
 9:00am to 11:30am
 pacific time

 **LEAD TEAMS**
CLIMB 3 Online Session
 March 27, 2017
 9:00am to 11:30am
 pacific time

 **LEAD**
CLIMB 4 **ORGANIZATION**
 Online Session
 April 24, 2017
 9:00am to 11:30am
 pacific time

 **LEAD CULTURE**
CLIMB 5 Online Session
 May 22, 2017
 9:00am to 11:30am
 pacific time

 **SUMMIT SESSION**
SUMMIT Online Session
 June 26, 2017
 9:00am to 11:30am
 pacific time

SCHEDULE OPTION 2

 **LEAD SELF**
CLIMB 1 Online Session
 May 22, 2017
 1:00pm to 3:30am
 pacific time

 **LEAD**
CLIMB 2 **RELATIONSHIPS**
 Online Session
 June 26, 2017
 1:00pm to 3:30am
 pacific time

 **LEAD TEAMS**
CLIMB 3 Online Session
 July 24, 2017
 1:00pm to 3:30am
 pacific time

 **LEAD**
CLIMB 4 **ORGANIZATION**
 Online Session
 August 28, 2017
 1:00pm to 3:30am
 pacific time

 **LEAD CULTURE**
CLIMB 5 Online Session
 September 25, 2017
 1:00pm to 3:30am
 pacific time

 **SUMMIT SESSION**
SUMMIT Online Session
 October 23, 2017
 1:00pm to 3:30am
 pacific time

SCHEDULE OPTION 3

 **LEAD SELF**
CLIMB 1 Online Session
 July 14, 2017
 7:30am to 10:00am
 pacific time

 **LEAD**
CLIMB 2 **RELATIONSHIPS**
 Online Session
 August 11, 2017
 7:30am to 10:00am
 pacific time

 **LEAD TEAMS**
CLIMB 3 Online Session
 September 15, 2017
 7:30am to 10:00am
 pacific time

 **LEAD**
CLIMB 4 **ORGANIZATION**
 Online Session
 October 13, 2017
 7:30am to 10:00am
 pacific time

 **LEAD CULTURE**
CLIMB 5 Online Session
 November 10, 2017
 7:30am to 10:00am
 pacific time

 **SUMMIT SESSION**
SUMMIT Online Session
 December 8, 2017
 7:30am to 10:00am
 pacific time



CLIMB 1

LEAD SELF

TARGET AUDIENCE

Anyone looking to raise the level of their leadership effectiveness.

FORMAT AND LENGTH

Virtual Session (150 minutes).
Interaction with Learning Team.
One Month of Practice and Application On the Job.
Continual Access to Coaching and Support.

To be truly effective at leading others, we must first put some attention to leading ourselves. It is only when we are willing to make personal changes in our own life that we will begin to contribute to a better world and a better environment for others. Will the path that you are currently on take you where you need to go as a leader? Would you recommend that path to others? It's not so important that you have your own life mastered before you begin to lead others. But it is certainly a good idea to be working on your own life as you lead others. Doing so gives you strength and depth as a leader.

CLIMB 1: LEAD SELF will provide tools and templates around eight key leadership practices all aimed at helping you develop and lead yourself.

KEY LEADERSHIP ACTIONS:

1. Know Yourself
2. Align Yourself
3. Account for Yourself
4. Organize Yourself
5. Present Yourself
6. Care for Yourself
7. Trust Yourself
8. Challenge Yourself

AGENDA:

- Welcome and Overview
- Five Climbs Framework
- Take Ownership for Learning and Leading
- Lead Self Exercise
- Lead Self Key Actions
- Lead Self Assessment
- Lead Self Learning Action Plan
- Lead Self Accountability Partnerships
- Lead Self Online Tools
- Session Wrap-up
- Practice and Application

"Perhaps the most important thing I can learn as a leader is who I am and what I stand for."

—Molly Davis



CLIMB 2

LEAD RELATIONSHIPS

TARGET AUDIENCE

Anyone looking to raise the level of their leadership effectiveness.

FORMAT AND LENGTH

Virtual Session (150 minutes).
Interaction with Learning Team.
One Month of Practice and Application On the Job.
Continual Access to Coaching and Support.

Leadership happens in the context of relationships. Every relationship is an opportunity to develop and provide leadership. It may be with customers, friends, parents, children, coworkers, or service providers. It may be with the CEO or the nightly custodian, the barber, the taxi driver, the teammate or the opponent. No matter with whom, the relationship provides an opportunity to lead, to connect, and to make things and people better than you found them.

In addition, every encounter that we have with others either builds or diminishes their willingness and ability to communicate, collaborate, and cooperate with us. Astute leaders know that. They know that their words and actions, their behaviors and results, do make a difference. That is leadership. And relationship building is at the core.

CLIMB 2: LEAD RELATIONSHIPS will provide tools and templates around eight key leadership practices all aimed at helping you develop and lead relationships.

KEY LEADERSHIP ACTIONS:

1. Know Relationships
2. Build Trust
3. Align Work Styles
4. Strengthen Interaction
5. Foster Collaboration
6. Provide Coaching
7. Seek Coaching
8. Care for Relationships

AGENDA:

- Welcome and Overview
- Five Climbs Framework
- Take Ownership for Learning and Leading
- Lead Relationships Exercise
- Lead Relationships Key Actions
- Lead Relationships Assessment
- Lead Relationships Learning Action Plan
- Lead Relationships Accountability Partnerships
- Lead Relationships Online Tools
- Session Wrap-up
- Practice and Application

"Leadership happens in the context of relationships."

—Mark Christensen



CLIMB 3

LEAD TEAMS

TARGET AUDIENCE

Anyone looking to raise the level of their leadership effectiveness.

FORMAT AND LENGTH

Virtual Session (150 minutes).
Interaction with Learning Team.
One Month of Practice and Application On the Job.
Continual Access to Coaching and Support.

Most of us can identify teamwork when we see it. We know what it looks like. But how many of us can actually describe what it takes to create it? What goes into building and sustaining a strong team? Is it luck, is it work, or is it both? And is it worth it? Without question it is worth it. And it is possible. But it does require effort, sometimes quite a bit of effort. It also requires some skill and some practical, proven tools. It requires leadership. And when done properly it can quickly translate into solid, tangible results. Indeed business results.

Leading teams is a crucial task for today's workplace leader. Here's the good news. Lead Teams: The Third Climb will show you how. It will take the guess work out of teamwork. And it will give you the roadmap, the practices, and the tools to make leading teams an integral part of your everyday work.

CLIMB 3: LEAD TEAMS will provide tools and templates around eight key leadership practices all aimed at helping you develop and lead your team.

KEY LEADERSHIP ACTIONS:

1. Team Identity
2. Team Trust
3. Team Alignment
4. Team Accountability
5. Team Execution
6. Team Collaboration
7. Team Transition
8. Care for the Team

AGENDA:

- Welcome and Overview
- Five Climbs Framework
- Take Ownership for Learning and Leading
- Lead Teams Exercise
- Lead Teams Key Actions
- LUNCH
- Lead Teams Assessment
- Lead Teams Learning Plan
- Lead Teams Accountability Partnerships
- Lead Teams Online Tools
- Workshop Wrap-up

"Team work is hard work. And it's worth it."

—Mark Christensen



CLIMB 4

LEAD ORGANIZATION

TARGET AUDIENCE

Anyone looking to raise the level of their leadership effectiveness.

FORMAT AND LENGTH

Virtual Session (150 minutes).
Interaction with Learning Team.
One Month of Practice and Application On the Job.
Continual Access to Coaching and Support.

Without question, the true champions of organizations are the managers, supervisors, and key professionals who all lead from the trenches and are working every day to better the organizations to which they belong. In nearly all cases, they have attached themselves to, signed up for, and committed themselves to the cause of their respective organizations. They literally become part of the organization and the organization becomes part of them. They accomplish amazing things.

Leadership should be an important design consideration in any organization. Not necessarily or exclusively the leaders at the top of the organization, but leaders inside the organization. The ones that make things happen on a daily basis.

CLIMB 4: LEAD ORGANIZATION will provide tools and templates around eight key leadership practices all aimed at helping you develop and lead effectively within your organization.

KEY LEADERSHIP ACTIONS:

1. Know Your Business
2. Create Focus
3. Develop Measures
4. Improve Processes
5. Strengthen People Systems
6. Execute for Success
7. Manage Change
8. Care for the Organization

AGENDA:

- Welcome and Overview
- Five Climbs Framework
- Take Ownership for Learning and Leading
- Lead Organization Exercise
- Lead Organization Key Actions
- Lead Organization Assessment
- Lead Organization Learning Action Plan
- Lead Organization Accountability Partnerships
- Lead Organization Online Tools
- Session Wrap-up
- Practice and Application

"Organizations are perfectly designed to get the results they are getting."

–Dave Hannah



CLIMB 5

LEAD CULTURE

TARGET AUDIENCE

Anyone looking to raise the level of their leadership effectiveness.

FORMAT AND LENGTH

Virtual Session (150 minutes).
Interaction with Learning Team.
One Month of Practice and Application On the Job.
Continual Access to Coaching and Support.

Climb Five is all about culture. It is designed to help you, as a leader, contribute to the vitality of your organization's culture. You may be in a position to actually drive culture change in your organization. Or, your role may be more in line with helping and contributing to desired culture change. Perhaps, the culture in your organization does not even need changing, but needs your leadership to sustain and reinforce what is already there.

Regardless of the situation, your leadership can have a positive impact on that culture. This fifth climb will help you to contribute to a strong and vibrant culture within your organization. Keep in mind that the previous four climbs all converge to also help you lead culture.

CLIMB 5: LEAD CULTURE will provide tools and templates around eight key leadership practices all aimed at helping you develop and lead and contribute to the desired culture within your organization.

KEY LEADERSHIP ACTIONS:

1. Know Your Culture
2. Inspire Vision & Values
3. Lead by Example
4. Develop Leaders
5. Foster Trust
6. Reinforce Accountability
7. Create Community
8. Care for the Culture

AGENDA:

- Welcome and Overview
- Five Climbs Framework
- Take Ownership for Learning and Leading
- Lead Culture Exercise
- Lead Culture Key Action
- Lead Culture Assessment
- Lead Culture Learning Action Plan
- Lead Culture Accountability Partnerships
- Lead Culture Online Tools
- Session Wrap-up
- Practice and Application

"Culture does not become culture because of what we put on the poster. It is the pattern of norms and behaviors that make themselves at home within the organization. And those norms and behaviors are the result of leadership. Everytime. "

–Mark Christensen