

Sample 3-day Agenda

Day 1

- 2:00 PM **Welcoming remarks – *Lobby of the hotel***
- 2:10 PM **Leave for Gettysburg National Military Park Visitor's Center**
- 3:00 PM **Gettysburg National Military Park Museum and Visitor Center** – *To set the stage for the program and provide participants with a common starting point, we watch the short film A New Birth of Freedom, view the Gettysburg Cyclorama, and tour the state-of-the-art museum.*
- 4:00 PM **Battlefield Experience I: The Evergreen Cemetery** – *Due to a special access agreement, we are able to visit the Evergreen Cemetery on Cemetery Hill. Opened in 1855, Evergreen Cemetery has gravestones showing visible battle damage, contains some of the first interments of the battle dead, and is the **actual location where Lincoln delivered the Gettysburg Address**. In addition to pointing out these sites of interest, we discuss what we can learn about effective **communication** from that famous speech.*
- 6:00 PM **Welcome Reception** – *Join with fellow participants in a relaxed and casual setting with a special guest presentation.*
- 7:00 PM **Dinner**
- 7:45 PM **The Human Side of High Performance** – *In this world-renowned keynote, host Steven B. Wiley explores the most critical element of leadership: **human relations**. This session specifically focuses on:*
- *The leadership implications of a **rapidly changing, stressful environment**, as evidenced by the calamitous change wrought by the outbreak of the Civil War;*
 - *Strategies for **influencing** those around us;*
 - *The power of individuals to **lead change**, as evidenced by the ordinary people who did extraordinary things.*

Day 2

- 7:30 AM **Breakfast**
- 8:30 AM **Board bus at the Hotel for the Gettysburg Beyond the Battle Museum**
*This stunning museum just won "**Best New Museum in the United States**" by readers digest people's choice, beating out an array of museums from across the country. Focused on the town of Gettysburg and the personal impacts of the battle this museum tells a new side to Gettysburg's story.*

- 8:45 AM **The High Ground: Positioning for Strategic Advantage** – *This case study uses the Union army’s seizure of the “high ground” at Gettysburg as a metaphor to examine **anticipatory leadership, positioning for strategic advantage, and execution excellence.** The significant points in this case study are:*
- *The necessity of building strong leadership teams, **communicating and understanding intent and vision**, establishing expectations, and ensuring **organizational alignment**, as evidenced by the excellent working relationship and constant communication up the Union chain of command from the team lead (John Buford) to the division chief (John Reynolds) to the organization head (George Meade);*
 - *That there are four particular strategies that allow organizations to **stretch their resources** and **position** themselves for **strategic advantage**;*
 - *The need to **think strategically while acting tactically**, as evidenced by John Buford’s willingness to take a loss for his team to secure a long-term advantage for the larger organization.*
- 9:45 AM **Battlefield Experience II: McPherson’s Ridge** – *Our visit to the battlefield furthers our conversations from the classroom and adds additional points related to **organizational accountability, the line between modeling the way and micromanaging, and succession planning.***
- 11:00 AM **Debrief & Discussion** – *Participants identify personal and organizational “high grounds” and what they can do to seize those positions of strategic advantage.*
- 11:30 AM **Lunch**
- 12:30 PM **Chamberlain at Gettysburg: Transactional and Transformational Leadership** – *This case study uses Joshua Chamberlain and the 20th Maine’s story to introduce the concepts of **transactional and transformational leadership** and the metaphor of protecting organizational vulnerabilities or “left flanks.” This session addresses:*
- *Ways to build and sustain teams using a blend of **transactional and transformational** leadership;*
 - ***Employee engagement**, via the story of Chamberlain’s handling of 120 mutineers – disengaged employees – who ultimately bought back in due to Chamberlain’s leadership;*
 - *The **importance of front-line supervisors** as exemplified by the saga of Joshua Chamberlain, a man in command of a regiment of just 500 men, but upon whom the entire battle turned during a key moment.*
- 1:30 PM **Battlefield Experience III: The Second Day’s Battlefield** – *Our visit to the second day’s battlefield extends our classroom learning and adds an additional dimension on the **power of symbols** in driving **employee engagement.***

- 3:00 PM **Debrief & Discussion** – *Participants identify personal and organizational “left flanks” and what they can do, transactionally and transformationally, to protect those vulnerabilities.*
- 3:30 PM **Break**
- 3:45 PM **Teams that Must Not Fail** – *Our final session is delivered by Rear Admiral Scott Moore, a SEAL commander who led at every level of naval special warfare, from platoon commander to the commander of SEAL Team Six, our nation’s premier counter-terrorism force. During his career Admiral Moore led thousands of missions in Afghanistan, served as a director of counterterrorism on the National Security Staff at the White House, and led the team that rescued Captain Richard Phillips from Somali pirates in 2009. In this session Admiral Moore weaves together stories from his own career and goes deep into one particular case study to show today’s leaders how they can build teams that will succeed when failure simply is not an option.*
- 5:00 PM **Program concludes for the day return to the hotel.**
- 6:00 PM **Dinner on your own this evening.**
Please don’t hesitate to ask any of our faculty members for local recommendations.

Day 3

- 7:00 AM **Breakfast**
- 8:00 AM **Courageous Communication: Lee and Longstreet at Gettysburg** – *Based on the mismanaged professional disagreement between James Longstreet and Robert E. Lee, this session uncovers the signs that our organization may be in for a setback and illustrates communication strategies to **manage conflict**. The major points covered are:*
- *The role of both leader and follower to create an atmosphere of “**courageous communication**” where all opinions and facts are shared in a compelling way to help us avoid “Pickett’s Charge situations”;*
 - *The job of both leader and follower to assume **accountability** for the direction of the larger organization and help **drive results**;*
 - *Proven methods to **negotiate with and influence** people within your organization to co-create a better future.*
- 9:05 AM **Battlefield Experience III: Pickett’s Charge** – *On the battlefield we follow in the steps of Pickett’s Charge, and as our views physically and metaphorically change we viscerally experience the power of **management by walking around**.*
- 10:45 AM **Break**

11:00 AM **Review of Concepts and Action Plans** – *Participants will have time and be provided tools to help them reflect upon the totality of what they have experienced in the program and will be guided to apply those insights to their work. As an end product all participants will come away with an action plan they can implement upon returning to their daily jobs.*

11:30 AM **LLI Program concludes.**