

FREQUENTLY ASKED QUESTIONS

What is the premise of the program?

The program is based on the belief that everyone has the capacity to be an exemplary leader. The premise of *The Leadership Challenge Workshop*[®] is that leadership is an observable, learnable set of practices and behaviors. Leadership is a skill that can be learned and honed. The two-day workshop explores the research-based frequency behavior model and gives leaders a roadmap for their leadership behaviors.

What is the Leadership Challenge[®] Workshop?

It is a highly interactive and engaging workshop that utilizes lecture, discussion, reflection, and experiential activities and is based on the best-selling book, *The Leadership Challenge*[®] that describes the five characteristics and thirty behaviors of leaders and provides guidance on how to develop them. The leadership practices taught in The Leadership Challenge are based solidly in research and have been proven again and again for over 30 years. For more information about Leadership Challenge: <https://www.leadershipchallenge.com/>

What will I get out of it?

Leaders who participate in The Leadership Challenge[®] Workshop, are better able to:

- Identify their own leadership strengths and areas for improvement.
- Search for opportunities to take the risks needed for growth.
- Express their image of the future that inspires others to share a common vision.
- Enable and strengthen others' abilities to excel.

- Build collaboration, teamwork and trust even in a virtual environment.
- Communicate fundamental values
- Set an example and “walk the talk”
- Recognize the accomplishments of others.

What are the two assessments used in the program?

The LPI® is a validated 360° assessment tool that measures the frequency with which leaders practice thirty leadership behaviors. The LPI® provides a personal benchmark to work from to improve leadership skills. There have been over 5 million users of the LPI®. For more information about the LPI® go to <https://www.leadershipchallenge.com/>

DiSC Management/personality profile assessment is designed to improve the quality of workplace relationships. The profile helps each individual appreciate the different decision-making styles of the people they work with and to help them create strategies to overcome challenges when collaborating with people of different DiSC styles.

What is the agenda for the two-day Leadership Challenge® Workshop?

September 24

- Orientation and Introduction to Leadership
- Overview of the Five Practices
- Understanding their reports; The LPI and DiSC
- Model the Way module.
- Inspire a Shared Vision module.

September 25

- Check in and review.
- Enable Others to Act module.
- Challenge the Process module.

- Encourage the Heart module.
- Review and community leadership discussion
- Commitments and Next Steps

What is the timeline for the program?

3rd Quarter 2024—September--November

September 3—Zoom Intro to LPI®

September 17—one-on-one LPI® coaching session with assigned leadership coach

September 24 & 25—Two-day (6 hours each) Leadership Challenge® Workshop with lunch

October 1—Follow-up one-on-one call with assigned leadership coach

November 18—Award ceremony with La Luz Board of Directors, community representatives, family and friends

How do I qualify to participate?

Participants in this program are generally mid career. They are self-identified as Latinx and can be professionals, managers, supervisors, business owners, health care workers. . . . anyone that wants to be a better leader in their business, community or home life.

What is the cost?

There is no cost for the participant. It's our hope that employers will support their employee's leadership development and give them the time off with pay.

Who are the facilitator and coaches?

Daren Blonski, The Leadership Challenge Facilitator

Since 2006, Daren Blonski has passionately facilitated The Leadership Challenge Workshop at UC Davis, Sonoma State, and with other clients. He is co-founder of Sonoma Wealth Advisors and brings relevant experience and expertise to his clients and is a Certified Financial Planner™.

Holly Seaton, Ph.D. Leadership Coach

Holly is coaching Practice Leader with Flashpoint Leadership in Sonoma where she focuses on LPI feedback, leader follow-up, and leadership next-steps and best practices. Holly has been an active member of Sonoma Valley Rotary Club for over fifteen years and is currently President of the Board of the Vintage House.

Nancy King, Leadership Coach

Nancy is the newly retired CEO of Pets Lifeline in Sonoma, CA. Nancy had been with the organization since April 2009, spending 15 years at the helm and shepherding the organization through years of significant growth including the building of a new 8500 square foot facility. Previous to her work at Pets Lifeline, Nancy had a 25-year career in the film industry as a Production Supervisor and Coordinator on such films as, Fried Green Tomatoes, Up, Close & Personal, The Mighty Ducks 1 & 2, The Rock, Armageddon, The Mask of Zorro and many more.

Kory Stradinger, Leadership Coach

Kory brings a wealth of business leadership experience from both for profit and nonprofit organizations. His most recent position was Executive Director of Sweetwater Spectrum, a nationally recognized permanent residence and farm for autistic adults in the town of Sonoma, Ca. Prior to taking his skills to the non-profit sector, Kory's career included 20 years in strategic planning, operational and financial roles for both corporate and start-up organizations. Kory earned his MBA in Finance from U.C. Davis and a BA in Communications from CSU, Chico.

Terri Updegraff, Leadership Coach

Terri Updegraff is currently a financial advisor at Sonoma Wealth Advisors, specializing in helping small businesses with their 401(k) needs. She is a trained facilitator with The Leadership Challenge® and an LPI® Trained Coach and has worked with the Everything DiSC Workplace®. She has a BA in business administration and a Master's in organization development.

Jeni Nichols, Consultant

Jeni founded Sonoma Leadership Systems and with her team of Leadership Challenge® certified facilitators and coaches provided world class leadership development to multi-national corporations, government, and non-profits. After selling the business to Flashpoint Leadership she has been pursuing leadership development with emerging leaders in Sonoma Valley. She serves as a Steward on the Sonoma Overlook Trail and leads hikes in the community.