



# ***LEADERSHIP AT THE EDGE***<sup>®</sup>

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## *Program Overview*

### ***The Metaventure***<sup>®</sup> ***Approach***

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The *Leadership at The Edge*<sup>®</sup> program uses the Metaventure<sup>®</sup> approach for teaching strategies for effective leadership and teamwork, especially under conditions of adversity and change. This approach uses the power of adventure story and metaphor to help participants go beyond traditional learning to experience material in a way that allows for deeper understanding, better retention and immediate application to their work. The Syncretics Group has successfully used this approach for over 20 years.

The central story for *Leadership at The Edge*<sup>®</sup> is the 1914-16 Trans-Antarctic expedition led by Sir Ernest Shackleton.

Shackleton and his crew of 27 set sail in December 1914 aboard the *Endurance*, and quickly encountered ice conditions that were unusually harsh. The *Endurance* – possibly the strongest wooden ship in existence – became trapped in pack ice and for 10 months drifted, locked in the grip of the ice, until the pressure crushed the ship. With limited supplies, the crew had to survive on the ice floes, where they were stranded for five months. When they finally reached open leads of water, they took to three small sailboats in a hazardous “open water” journey, and landed on a bleak, uninhabited spot called Elephant Island. They were finally on land, but due to their position, had no hope of rescue. Shackleton and five others immediately set out in one of the small boats on an incredible 800-mile journey through the world’s worst seas to reach South Georgia Island. As if this wasn’t enough hardship, they then had to trek over near impassable terrain to reach the whaling station on the other side of the island. All crew members were subsequently rescued – miraculously, no one perished.

This compelling story of inspiring leadership and teamwork under “life and death” circumstances becomes a metaphor that connects the experience, exercises and discussions. Using actual photographs, drawings and journal entries from the expedition, participants feel like they were part of the crew as the gripping narrative becomes the departure point for an intense and unforgettable experience. Facilitated group discussions, exercises, assessment, reflection and action planning allow participants to leave with powerful strategies that they can apply immediately back on the job.

### ***Program Objectives***

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As a result of the *Leadership at The Edge*<sup>®</sup> program, participants will:

- Better understand their unique leadership challenges and opportunities
- Develop a deeper sense of what is essential to thrive and excel as leaders under conditions of adversity and uncertainty
- Learn about *Ten Strategies for Success* at *The Edge*, and begin the process of applying those Strategies to their own leadership opportunities



## **Program Emphasis**

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Every *Leadership at The Edge*<sup>®</sup> interactive program is customized and the length varies to reflect your objectives and the needs of your group. Options can include a 90-minute keynote address, a three- or four-hour program, or one- to four-day versions. Although longer programs clearly offer more opportunities for in-depth exercises and discussions, we can design a program to address your specific management and leadership challenges, including:

- Leading through change and transition
- Developing and sustaining a vision and core values
- Finding your voice / providing direction as a leader
- Overcoming adversity and remaining optimistic during challenging times
- Building and leading high-performance teams
- Appropriate risk taking and ongoing risk management
- Managing conflict and business challenges
- Achieving work/life balance to improve performance

## **Program Design**

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Regardless of length, every program includes the following:

- An introduction and overview of the *Leadership at The Edge*<sup>®</sup> concept as a way to promote teamwork and organizational effectiveness;
- A detailed presentation of the story of Ernest Shackleton's Trans-Antarctic Expedition, using a variety of media;
- A review of the *Ten Strategies for Success*, drawn from our research on leaders and teams that have performed at *The Edge*;
- Group discussion about the story and the Strategies.

In addition to these core elements, additional options for program design include:

- Discussion of pre-work reading and exercises
- Completion and analysis of our Critical Leadership Skills Survey – which assesses demonstration of the *Ten Strategies for Success*
- Application and review of leadership case studies
- Experiential exercises
- Discussions targeted at understanding broader organizational challenges and priorities at the client company (which can also leverage advance research into the organization)



- Action planning activities – using the *Ten Strategies for Success* to form concrete plans for making the most of leadership opportunities
- Follow-up activities to sustain program impact and results

## **Our Services**

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The Syncretics Group offers a variety of consulting, educational and coaching services geared towards helping leaders and teams succeed at *The Edge*.

### Presentations and Programs

We work with senior executives and leadership teams to build and sustain the leadership capability necessary to thrive in today's business environment. Our *Metaventure*<sup>®</sup> approach to leadership development uses the power of story and metaphor to teach strategies for leading at *The Edge* of organizational and individual performance. The *Leadership at the Edge*<sup>®</sup>, *Teamwork at the Edge*<sup>®</sup> and *Change at the Edge*<sup>sm</sup> programs have been used for 15 years with over 300 organizations.

### Organizational Change Consulting

Successful organizations build on their core capabilities while looking to the next horizon. We help organizations identify their strengths and limitations, assess risks, and capitalize on new opportunities. We design and facilitate strategic dialogue sessions to create alignment around the vision, guiding principles and strategic goals necessary for sustained success. And we work with clients to implement and manage the cultural and organizational changes that need to be implemented as a result of our work.

### Leadership Team Development

We help leadership teams unlock their full potential. Using proven techniques of organizational assessment and thematic analysis, we identify the key challenges that need to be addressed to increase team performance. We then work with the team to develop solutions to these challenges, and identify the changes that need to occur for a new and higher level of performance to be achieved.

### Leadership Effectiveness Coaching

Executives face constantly changing business conditions. They often need additional support and coaching when taking on a new role, leading a significant organizational change, or taking a business in a new direction. We help senior leaders to better understand their own strengths and limitations, and provide support in overcoming the challenges that they face. We employ 360° feedback assessment methods based on our *Ten Strategies for Success* along with individual coaching sessions to provide executives with the support that they need to perform at *The Edge*.