

About Peregrine Leadership Institute

Peregrine Leadership Institute is a Wyoming company specializing in leadership training, employee development, and human resource management and consulting. We have senior leadership and business management experience. We focus on practical and relevant application of the material, allowing clients to realize a direct return on their investment from our services and training. The Peregrine Leadership Institute mentors, teaches, and coaches leaders by providing cost-effective training for life-long learning. The *Institute* focuses on improving organizational effectiveness, efficiency, and program accountability through leadership development. We are a firm dedicated to continuous improvement and an ongoing source of information, support, and resources for our clients. Our clients include business, industry, government, and nonprofit organizations. The Peregrine Leadership Institute is dedicated to the highest standards of integrity, honesty, and ethics in all that we do. We have provided exceptional service in 15 states, internationally in China, Canada, and Tunisia at companies ranging in size from 5 to 5000. We enjoy our national and international work but at the end of the day Wyoming is our home. Contact us at our Casper office at 307-473-5524 or visit us at www.PeregrineLeadership.com to learn more.

Customized Consulting Program

- Each participants will receive 2 hours per month of one-on-one consulting with a senior member of the Peregrine Leadership Institute.
- Participants can bank 1 hour per month and use these hours anytime within the program or up to 6 months after the program.
- Participants can use the other hour to best fit their needs.
- This is where our program in truly unique. Participants can determine what the hours are used for.
Working with your coach you can choose from the following options for your consulting hours.
 - Regularly scheduled phone calls to work on new skills or specific on going projects.
 - To be used as problem solving hours and opportunities to discuss issues on an on going basis.
 - Hours can be used to have Peregrine Leadership do research and comparison studies for different tools that your organization might need.

Peregrine Leadership Institute Executive Leadership Program

For Wyoming Leaders By Wyoming Leaders

Now Accepting Applications for
Spring 2012

Contact us to learn more or to apply for this program. This program will be limited to no more than 12 participants.

www.PeregrineLeadership.com
307-685-1555

Why this program?

- More confident and capable strategic leaders who are ready to assume greater roles and responsibilities within the organization.
- Practical instruction, materials, and personal consulting based on Wyoming business and government agency experience.
- Improved senior leadership means higher effectiveness, productivity, and performance by the personnel within the organization as the participant's strategic framework developed during the program is implemented by the organization.

Executive Leadership Program Construct

Sessions

A 2-Day Executive Retreat
Six 6-hour Section Modules

- Assessing the Organization
- Strategies for Products and Services
- Strategies for Human Capital
- Strategies for Finances and Capital
- Strategies for Stakeholder Management
- Executive-level Leadership

A 1-Day Overnight Executive Summary
Session: Participant Presentations of their
Strategic Leadership Framework

Activities

Workshop sessions are designed to define, describe, and discuss the essential elements of executive-level leadership and leading and organization with a clearly articulated strategic framework and operational plan. Participants will have assignments between the sessions based upon the material covered within the session. These assignments will be the incremental development of a strategic framework for their assigned organization. The conclusion of the program includes a presentation by each participant of their strategic framework. Peregrine Leadership personnel will be available between sessions for consultation and individual mentoring (2 hours/month).



Executive Leadership Program

Organizational

Mission, Vision, and Values

Establishing and Maintaining a Values-based Workplace Climate and Culture

Specific application-focused topic areas include:

- Envisioning
- Developing Frames of Reference
- Developing Organizational Mission, Vision, and Values Statements
- Ethical Decision-Making for Executive Leaders
- Assessing, Shaping, and Maintaining a Values-Based Climate for the Workplace
- The Strategic Leadership Art
- Dealing Uncertainty and Ambiguity

Functional Unit Strategies

Organizational Goals, Objectives, and Resources needed to Accomplish the Mission and Achieve the Vision

Specific application-focused topic areas include:

Strategies for Products and Services

- Identifying Customer Requirements
- Creating a Customer Service Culture

Strategies for Human Capital

- Recruiting, Developing, Promoting, and Retaining High-quality Employees
- Succession Planning for Executives
- Talent and Diversity Management
- Leading the Leaders
- Employee Evaluations

Strategies for Finances and Capital

- Financial Statement Analysis
- Capital Planning
- Economic Forecasting

Strategies for Stakeholder Engagement

- Engaging with your Governing and Oversight Boards
- Engaging with the Media
- Engaging with your Shareholders

Organizational Assessment

Describing, Analyzing, and Summarizing the Strengths, Weaknesses, Opportunities, and Threats Internally and Externally for Continuous Improvement for the Organization

Specific application-focused topic areas include:

- Conducting and Organizational SWOT Analysis
- Organizational Climate Assessments
- Strategic Decision-Making
- Strategic Communications

Leading the Organization

Implementing, Monitoring, and Assessing the Execution of the Operational Strategic Framework

Specific application-focused topic areas include:

- Presentation Skills for Executive-level Leaders
- Continuous Improvement
- Leading Change

Cost is \$7800

The price includes:

- Program materials
- Lodging and meals at retreats
- Meals at 6 hour sessions
- The executive leadership library books (items are used concurrently within the sessions)
- 16 hours of personal consulting
- A comprehensive strategic plan for their assigned organization (business, agency, business unit, department, etc.)

For Wyoming Leaders By Wyoming Leaders

What does this mean?

- It means that we support other Wyoming Businesses and look for models of great leadership in our own communities.
- This leadership program will include guest speakers from Wyoming, panels from successful Wyoming Businesses and forecasting specific for our state.
- Peregrine Leadership Institute makes a choice to shop Wyoming first as a company.

Peregrine Philosophy

The Peregrine Leadership Institute believes that exceptional leadership does not depend on title, status, position or pay. We do not believe that great leaders are just born or that charisma makes a good leader. We believe with honest self-reflection, self-discipline, and hard work everyone can grow as a leader.

We believe leadership grows from making the decision to do what is right not what is easy. Leadership grows from embracing key values. By purposefully integrating actions and skills that center on your values you grow as a person and impact those around you. Your ability to become a living breathing example of your values makes people want to believe.

Believe in you.

Vision

Produce executive-level leaders who are competent and capable to lead businesses, organizations, departments, and diverse teams within an often uncertain and ambiguous operational environment.

www.PeregrineLeadership.com

