

# Leadership & Self-Awareness Program

Enhancing Leadership Capabilities



## Workshop Agenda

The one-day workshop, which follows the individualized coaching sessions, consists of instructional presentations, facilitated group discussions, case studies and exercises. All workshop materials are provided.

## Concepts of Leadership

- Developing self-awareness
- Leading and managing with Emotional Intelligence
- Leadership, management and characteristics of leaders
- Leadership derailers
- Leading Teams (optional)

**Leadership & Self-Awareness** is a unique leadership training program that links emotional intelligence (EI) and self-awareness with leadership concepts to motivate high performance and productivity.

Prior to the workshop, participants complete a Behavioral Intelligence (BI) Assessment consisting of the DISC Behavioral Profile and the Emotional Intelligence (EI) Indicator—essential inputs for building self-awareness. Self-awareness is regarded as the “cornerstone of leadership” by leading authorities.

As an important option, participants also receive one hour of individualized feedback and coaching from the facilitator, based on their assessments.

The **EI Indicator** measures the ability of an individual to manage his or her emotions to resulting in the ability to manage relationships more effectively. It addresses:

- Self-awareness
- Self-regulation
- Empathy
- Social skills
- Motivation

The **DISC** profile has been used extensively for coaching, team building and recruiting, and measures four aspects of an individual’s behavior:

- **Dominance** (control, power and assertiveness)
- **Influence** (persuasiveness and communication)
- **Steadiness** (patience, persistence and thoughtfulness)
- **Compliance** (structure and organization)

The program is highly participative with case studies and large and small group discussions.

## Facilitator Profile

Wil Brewer

**Wil Brewer** is president and founder of Performance-Solutions-Group, Inc., a management consulting firm based in Stamford, Connecticut, that specializes in leadership and management practices. He has delivered the Leadership and Self-Awareness Program for four consecutive years to the annual [WISE/Qatar Foundation leadership seminar](#) (click on link – Wil's role is featured) for university presidents in Doha, Qatar, and to the leadership teams at Alexandria University, Asian University for Women (Bangladesh) and Auchi Polytechnic (Nigeria). The program has also been conducted for corporate and not-for-profit clients in the USA.

Over the past 20 years, Wil has worked with executives at Fortune 500 companies, small and medium-size businesses and leading not-for-profits, providing his skills and expertise in the following areas:

- Performance management systems
- Executive coaching
- Management and leadership training
- Facilitation of the strategic planning process
- Pay-for-performance compensation plans, compensation structures and market pricing surveys
- Management diagnostics (360° review, employee engagement surveys)



Wil is a chartered accountant and holds an MBA and an Honors degree in economics. He is also a certified coach, having completed the requirements of the Marshall Goldsmith Stakeholder Centered Coaching Program

His most notable projects include the development of the HR and organization infrastructures for both the King Abdullah University of Science and Technology and the King Abdullah Petroleum Studies And Research Center in Saudi Arabia. He also facilitated the strategic planning for one of the top five media companies in the U.S., followed by development of its compensation structure, performance management and pay-for-performance systems.

Wil has lectured in compensation and performance management at New York University's Stern School of Business and at Fairfield University in Connecticut. He has facilitated workshops in productivity measurement for SIOP (Society of Industrial & Organization Psychologists), SHRM (Society for Human Resource Management), DMAI (Destination Marketing Association International) and for a benchmarking group of Fortune 500 companies.

### Testimonials:

**Dr. Yakubu Ochefu**, Vice Chancellor, Kwara University, Nigeria

*I was amazed at the comprehensive report both on my behavioral profile and emotional intelligence. My self-awareness increased as Wil Brewer, our facilitator, coached me through the EI scores and the opportunities for improvement. He is clearly an outstanding coach and facilitator. The group session relating the importance of self-awareness to leadership was extremely motivating. I'd like my leadership team to benefit from Wil's program.*

**Shawn Chen**, President and founder, Sias International University (first American owned university in China)

*A highlight was the Leadership and Self-awareness program conducted by Wil Brewer. My Behavioral Intelligence assessment was remarkably accurate, supplemented by the valuable one-on-one feedback and coaching from Wil. The follow-up training for all participants linked the self-awareness to key leadership concepts that are relevant to my role as a university president. Wil's obvious experience and expertise made this a great learning experience.*