



Successful leaders know that self-awareness is the key to self-management. They understand the benefits of developing their natural abilities, as well as the price in lost time, misguided effort and misspent energy of ignoring or wasting them.

The best leaders know how to build on their strengths. Occasionally, a natural leader who has not been tested under fire is thrust into a crisis that forms a perfect fit for his leadership style and causes his talents to shine. Indeed, the most effective leaders have an instinct for, or have learned how to respond to, conditions that will spotlight their talents – to prove their ability to take command.

Effective leaders also know how to surround themselves with people who complement and supplement their own abilities, not with clones of themselves. In other words, in addition to knowing how to make the most of their own talents, successful leaders know how to recognize and encourage the talents of others. Successful leaders know what they don't know and know where to find the people and the answers they need.



The Highlands Leadership Program offers valuable insights into an individual's leadership style and abilities.

The Highlands Leadership Workshop is designed to introduce leaders to each other, to help them recognize the similarities and differences between them, and to encourage them in the pursuit of productive and effective Leadership.

To learn more about the Highlands Leadership Program
visit our website at www.highlandsco.com or email
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Defining the Qualities of Leadership

Relate Leadership qualities to the other factors which contribute to your leadership style: There is more to Leadership than natural abilities. What other factors should you study?

Identifying Roles Consistent with Your Abilities

Identify and prepare for leadership roles that are consistent with and make the best use of your natural abilities: There are as many circumstances and environments requiring leadership as there are leadership approaches. How do you know what environment is right for you?

Know & Respect Your Strengths & Weaknesses

Know and respect your strengths and weaknesses: Which tasks should you learn to delegate? What do you need to tell others about your own strengths and weaknesses to identify people who can help you?

Build on Your Strengths & Inspire Others

Learn how to build on your natural abilities and inspire others to build on theirs: We all like to shine. How can you encourage others to recognize and work from their strengths? How do you avoid burnout and learn to rely on others? How do you identify and avoid the pitfalls and traps inherent in over-reaching.

Weigh Carefully the Ideas of Your Associates

Learn to weigh carefully the ideas and suggestions of your associates: If part of your job is developing and training other workers, you may need to adjust your approach to communicating and receiving new ideas.

Be True to Your Values

You must define and remain true to your values: What are the consequences of distorting or ignoring your basic values?

Plan for Crises & Emergencies

Plan your response to a crisis or emergency: Is it possible to plan ahead? If so, can you describe a situation that will make you stand out as a leader? Can you identify situations you should avoid? Situations which will require you to use an approach different from your natural approach?



THE HIGHLANDS LEADERSHIP PROGRAM SCOPE

The Highlands Leadership Development Workshop is a one-day exploration into the relationship between a participant's Leadership qualities and eight factors that contribute to the development of those qualities.



The Eight Personal Vision Factors are:

- Natural or Innate Abilities
- Skills
- Values
- Personal Style
- The Family Crucible
- Goals
- Interests
- Work or Career Cycle

The Highlands Ability Battery Assessment

We measure natural or innate abilities by assessing the individual's results on the Highlands Ability Battery. The other seven factors, each unique to the individual, are defined in discussion and exercises conducted during the Workshop.

The goal of the Workshop is to define the qualities which make for Leadership and to guide each participant in the recognition and pursuit of those qualities.

We design each Workshop to serve the specific needs of the corporate client. We are conscious of the need to set goals which are realistic and cost-effective. Our aim is to help you build the bottom line.



The Highlands Leadership Development Program is a results-driven process for maximizing individual human performance. To develop a complete Guide to an individual's leadership capacity, we need to consider the individual's personal vision factors. Among these are the leader's innate abilities, family, school enterprise, values, skills, experience, age, and present work role and environment.

A solid foundation built on self-awareness is the base which supports the confidence and the instinct to lead.

Highlands Leadership Development Program, 3 steps to self-awareness-

Step 1. Complete the Highlands Ability assessment. Based on seventy years of research, the Highlands Ability Battery™ is a state-of-the-art assessment tool designed to reveal the individual's natural abilities. Available online or CD format, the Battery is a collection of 19 worksamples.

Step 2. Receive a feedback consultation to interpret the results. By means of a comprehensive written Leadership Report and 2-hour personalized feedback session, participants gain a clear understanding of how their natural abilities relate to their Leadership qualifications.

Step 3. Participate in the Leadership Development Workshop. The full day Highlands Program following feedback facilitates individual and collective understanding, assimilation and integration of information about personal style and abilities revealed by the Battery. It opens new avenues to understanding and appreciating individual differences and collective performance by providing practical, objective direction and focus.

This process has been embraced and utilized by a variety of organizations as a powerful foundation to human resource and professional development planning. Participants consistently leave the Highlands experience with deep insight and renewed energy for enhancing individual and collective performance.