LEADERS

The Power of Quiet Leadership

The Power of Quiet Leadership seminar is ideal for people who are currently in leadership positions or have been identified as future leaders based on their exceptional performance.

The Problem:

A full 50% of the workforce self-identifies as introverts. However, 96% of leaders and managers self-identify as extroverts. This is problematic for two reasons. First, it means there is a serious discrepancy between the personality styles of leaders and the people they manage, which leads to misunderstanding and misuse of resources. Second, it means a significant pool of leadership talent is being overlooked within most organizations. Introverts lead differently but just as effectively as their extroverted colleagues—sometimes even more effectively. But their leadership potential is being ignored in favor of the persistent Extrovert Ideal.

The Solution:

Introversion and extroversion make up one of the most fundamental—and misunderstood—aspects of who we are as individuals. When leaders are equipped with a deep understanding of and appreciation for people’s authentic introverted and extroverted selves, they are empowered to create ways of working that unleash the power those selves bring to the workplace. They also broaden their view of who makes a successful leader and mentor future organizational leaders more effectively.

The Experience:

In QLI’s Power of Quiet Leadership seminar, leaders spend one-and-a-half days increasing their awareness of and making better choices about how they manage the talent on their team. Specifically they focus in three areas:

- **Engagement**—Create more engaged employees by recognizing, validating, and rewarding people’s authentic selves
- **Innovation**—Foster creative breakthroughs and problem-solving by rethinking and restructuring how team members work together
- **Leadership**—Strategize how to tap into the power of quiet leadership for themselves and others

After the seminar, QLI supports leaders’ application of their new knowledge via the Quiet Leadership Toolkit and three months of performance support.
Course Agenda (1.5 Days)

Day One (Full Day)

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| The Power of Quiet Leadership | • Broaden conceptions of what it means to be a leader  
• Reconsider qualities of an effective leader  
• Think differently about your personal power as a leader in either formal or informal contexts |
| Assumptions and Science       | • Debunk myths of introversion and extroversion  
• Examine the biological foundations for both styles  
• Define Introversion and Extroversion |
| Personal Style                | • Identify your unique personality style and team members’ styles |
| Character Strengths           | • Describe the character strengths of I’s and E’s  
• Identify the character strengths of your team members and how best to leverage them in your working relationships. |
| Acting Out of Character       | • Identify opportunities and techniques for acting out of character  
• Describe the importance of restorative niches |
| Why We Need Each Other        | • Describe why Introverts and Extroverts often make strong partners  
• Analyze the personality style composition of your team and how it impacts the team’s performance  
• Gather tips from Introverts and Extroverts for how to work together more effectively. |
| Maximize Team Performance     | • Conduct a time audit to identify where work time is being allocated and effectiveness of time spent  
• Develop strategies for engaging your team more effectively in meetings and collaborative ventures |

Day Two (Half Day)

The second day of the Power of Quiet Leadership seminar is customized to address the unique needs of the leaders in your organization