



Blanchard Leader Spotlight Series

Tailored Sessions That Drive Impactful Growth and Transformation

Unlock Leadership Potential with Blanchard Speaker Series

In today's fast-changing workplace, leaders face constant challenges and evolving expectations. The Blanchard Speaker Series equips your leaders with practical skills to navigate change, foster collaboration, and lead with confidence. Each session offers actionable insights that inspire growth and drive lasting impact across your organization.

Current Session Offerings

Accelerating Growth through Strategic Agility

Explore the concept of strategic agility as a key driver of growth, innovation, and high performance. Get an introduction to the NIMBLE framework, which emphasizes skills like leading with a compass, innovating with purpose, embracing imperfection, and being an agile shapeshifter to navigate change and disruption effectively.

Benefits: Participants will gain practical strategies to challenge assumptions; prioritize effectively; and foster a resilient, forward-thinking mindset in a rapidly evolving business environment.

Topics Covered: Strategic Agility, Operational vs. Strategic Agility, Mindfulness, Curiosity, Courage, Resilience

AI-Supported Leadership Conversations

AI can help leaders prepare for important conversations, but trust and connection still come from the leader. This session shows leaders how to use AI as a thought partner before and after coaching, feedback, development, and accountability conversations while preserving authenticity and human connection.

Benefits: Participants will learn how to use AI to strengthen preparation, practice, and follow-through for more effective leadership conversations.

Topics Covered: Leadership Conversations, Coaching, Feedback, Communication, Human Connection, Prepare, Practice, Perform Framework

Authentic Executive Presence

True leadership presence is about more than just confidence, it's about authenticity. This session helps leaders balance care, curiosity, candor, and courage to build an authentic executive presence. Leaders will explore strategies for bringing their full selves to work and inspiring trust in others by being authentic, focused, and approachable.

Benefits: Leaders will refine their presence and influence by staying true to themselves, fostering deeper connections with their teams.

Topics Covered: Servant Leadership, Self Leadership, Conversational Capacity

Building a Resilience Mindset

Explore the importance of developing a way to navigate stress, change, and challenges effectively. Get an introduction to key strategies such as rebooting the brain, shifting perspectives on stress, and fostering optimism, agility, and ingenuity to enhance individual, team, and organizational resilience.

Benefits: Participants will learn practical tools to strengthen their resilience and create supportive environments that prevent burnout and promote well-being.

Topic Covered: Resilience



Becoming a Highly Trusted Leader

Facilitation Materials

This session explores the essential behaviors leaders must embody to build, earn, and restore trust across their teams. Participants will examine four key elements of trust and reflect on how their actions impact others' willingness to be vulnerable and engaged. Through practical activities, peer dialogue, and guided planning, leaders will develop tools to strengthen trust and navigate conversations where it has been eroded. Leaders will create environments of psychological safety, accountability, and mutual respect; hallmarks of highly trusted, high-performing cultures.

Benefits: Empowers leaders to create environments of psychological safety, accountability, and mutual respect; hallmarks of highly trusted, high-performing cultures.

Topic Covered: Building Trust

Communicate with Confidence

Communicating with Confidence focuses on developing four essential communication skills: listening to learn, inquiring for insight, telling your truth, and expressing confidence. Participants will explore practical strategies to enhance their listening, ask powerful questions, communicate honestly without blame, and convey confidence effectively in workplace interactions.

Benefits: This session equips individuals with the tools to build stronger relationships and achieve shared goals through clear and impactful communication.

Topics Covered: Communication Essentials and Listen to Learn

Creating Team Well-Being

A supportive and psychologically safe workplace is crucial for high-performing teams. This session focuses on how leaders can create an environment where team members feel safe, valued, and empowered. Participants will learn to lead with heart, foster psychological safety, and give meaningful feedback to boost team engagement and well-being.

Benefits: Leaders will leave with actionable tools to improve team dynamics, build trust, and create a positive culture.

Topics Covered: Servant Leadership, Psychological Safety, Positive Feedback

Cultivating Resilience Practices

Cultivating Resilience practices focus on building resilience through intentional well-being strategies in physical, social, emotional, and purpose-centered areas. Participants will explore practical techniques to manage stress, prevent burnout, and develop sustainable resilience habits in personal and professional contexts.

Benefits: Individuals will be empowered to create a personalized resilience plan and foster a supportive environment for long-term well-being.

Topic Covered: Resilience

Difficult Conversations

Tough conversations are inevitable in leadership, whether it's giving critical feedback or managing conflict. This session helps leaders develop the skills to engage in open, balanced, and nondefensive dialogue, even in high-stakes situations. Leaders will learn how to stay candid and curious while fostering collaboration, creating an environment where difficult topics lead to growth and better team dynamics.

Benefits: Leaders walk away better equipped to navigate sensitive conversations, driving both personal and team performance.

Topic Covered: Conversational Capacity

Discover Your Leadership Brand

Explore the concept of personal branding and its critical role in shaping one's career and leadership impact. Participants will learn how to define, build, and authentically live their brand by aligning actions, values, and communication for consistency and distinction.

Benefits: This session empowers leaders to craft a brand that is clear, authentic, and influential in their professional journeys.

Topics Covered: Leadership Brand and Values

Foster Critical Thinking

AI can accelerate work, but it cannot replace human thinking and judgment. This session helps individuals understand how to use AI as a thought partner while strengthening their ability to evaluate information, challenge assumptions, and make sound decisions.

Benefits: Participants will learn practical techniques for using AI as a thinking partner, assessing AI-generated content, and improving decision quality. Central to this topic is learning how to use AI to enhance thinking rather than replace it.

Topics Covered: Critical Thinking, Decision Quality, Information Evaluation, Human Judgment, Create and Validate Framework



Foundations of Highly Performing Teams

This session introduces leaders to the mindset, structure, and behaviors needed to build and sustain high-performing teams. Participants will explore the predictable stages teams move through and how productivity and morale shift along the journey. Through guided discussion, observation strategies, and team charter development, leaders will learn how to align team purpose, goals, roles, and norms for optimal collaboration. Leaders will foster trust; provide effective direction and support; and keep teams focused, connected, and performing at their best.

Benefits: Equips leaders to foster trust; provide effective direction and support; and keep teams focused, connected, and performing at their best.

Topic Covered: Team Leadership

Four Core Conversations of Exceptional Leaders

This session is designed to help leaders embrace a growth-oriented mindset and discover how they are perceived through the lens of leadership impact. Participants will be introduced to Blanchard's Four Core Conversations and learn how each drives performance and engagement. Through practical activities and guided exploration, leaders will gain confidence in applying core conversation skills. By the end, participants will have a clear road map for leading more intentionally, effectively, and consistently.

Benefits: Participants will walk away with a clear road map for using core conversations to lead more intentionally, effectively, and consistently.

Topic Covered: Management Essentials

Human-Centered Leadership

AI adoption can create uncertainty, resistance, and change fatigue among employees. This session helps leaders provide clarity, build trust, and create psychological safety so teams can adapt, experiment, and stay connected as they embrace AI.

Benefits: Leaders will gain actionable strategies for reducing resistance, strengthening trust, and supporting people through AI-enabled change.

Topics Covered: Human-Centered Leadership, Trust, Psychological Safety, Clarity, and Empowerment Leadership Model

Identifying and Advocating for Talent

Recognizing and developing future leaders is essential to any organization's success. This session teaches leaders how to identify leadership talent, avoid biases, and advocate for their team members. Participants will learn how to give their high-potential employees visibility, connect them with key influencers, and create growth opportunities that develop future leaders.

Benefits: Leaders will gain the skills to nurture and retain top talent, fostering a pipeline of future leaders.

Topics Covered: Servant Leadership, Growth Mindset, Inclusion & Unconscious Bias

Innovation Mindset

Innovation isn't just about big ideas, it's about a mindset. This session teaches leaders how to foster creativity and embrace incremental innovations that transform processes as well as products. By focusing on grace, curiosity, and proactive thinking, leaders will learn how to build a culture where innovation thrives. Through discussions and exercises, participants will leave with practical approaches to drive innovation in their roles.

Benefits: Leaders will be equipped to lead with creativity and inspire innovation within their teams and organizations.

Topics Covered: Innovation Mindset, Grace, Curiosity, Proactivity, Incremental Innovation

Navigating Concerns Conversations

This session is designed to provide leaders with practical tools to be effective at guiding individuals through change. Participants will explore common reactions to change and learn to diagnose and navigate where people are in the stages of concern. Leaders will leave with actionable strategies to build trust, reduce resistance, and support change adoption across their teams.

Benefits: Participants will leave with actionable strategies to build trust, reduce resistance, and support change adoption by navigating concerns conversations.

Topic Covered: Leading People Through Change

Others-Focused Leadership

Others Focused Leadership emphasizes the importance of leading with heart and prioritizing the growth and well-being of others. It explores key mindsets and skillsets, such as building trust, listening to learn, and providing effective feedback, to foster meaningful relationships and achieve results. By adopting a servant-leader approach, participants will learn strategies to inspire their teams, build communities, and create a culture of shared success.

Benefits: Participants will learn the skills and mindset to lead with empathy, inspire teams, and build a culture of trust and shared success.

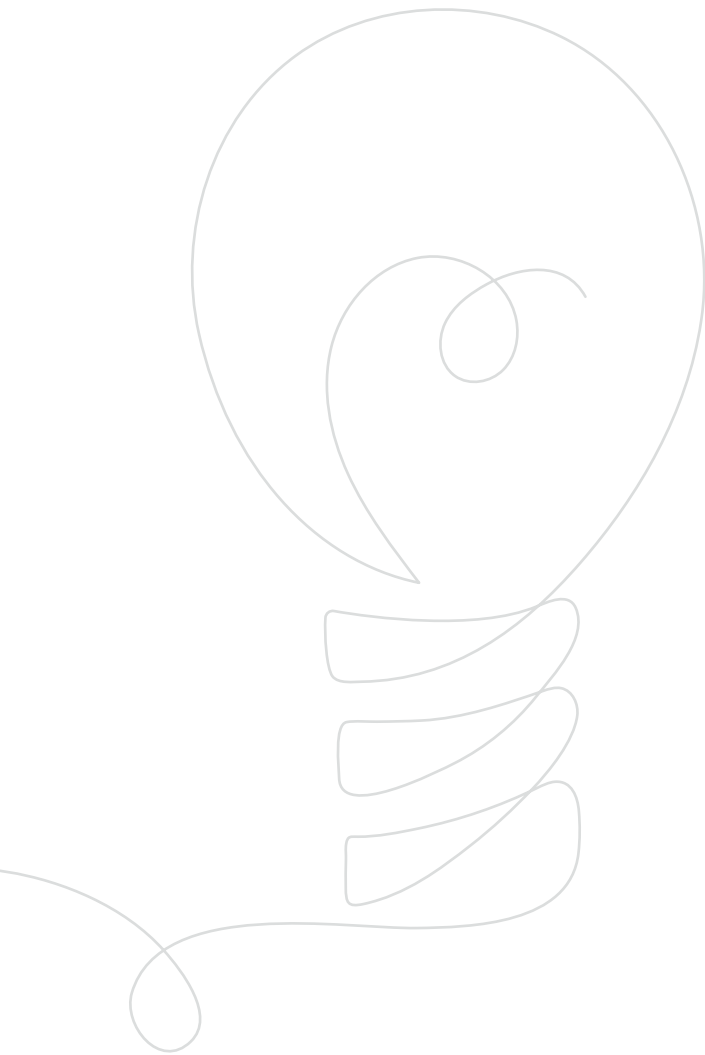
Topics Covered: Servant Leadership

Strategic Alignment

Keeping everyone on the same page is key to driving success. This session helps leaders connect their organization's vision with team goals and strategies. Participants will explore both strategic and operational leadership to ensure clear communication, effective goal setting, and support for alignment across the organization. Leaders will leave with the ability to create a unified direction and foster employee engagement.

Benefits: Teams move in sync toward business objectives, increasing engagement and alignment.

Topics Covered: Leadership-Profit Chain, Employee Work Passion, Operational & Strategic Leadership



Strategic Leadership

Strategic leadership is about seeing the bigger picture. This session teaches leaders how to align their actions with long-term goals, differentiate between tactical and strategic thinking, and apply strategic frameworks. Leaders will learn new skills to identify opportunities, solve complex problems, and enhance decision-making by thinking outward, inward, and beyond.

Benefits: Participants will leave with the skills to drive innovation, make better decisions, and guide their teams through complex challenges.

Topics Covered: Strategic Leadership, Mindset of Strategic Leaders, Proactive vs. Reactive Thinking

Use AI with Intention

AI is changing how work gets done, and our research shows that leaders play a pivotal role in guiding its responsible use. This session helps leaders understand how to think through what AI can support, what still requires human judgment, and how to apply practical guardrails to use AI ethically and effectively.

Benefits: Participants will gain strategies for encouraging responsible AI adoption while maintaining accountability, judgment, and sound decision making.

Topics Covered: Responsible AI Adoption, Human Judgment, Leadership Accountability, MIND Guardrails Framework

Work-Life Integration

Balancing work and life has become a major challenge for today's leaders. This session provides practical strategies for setting boundaries, embracing imperfection, and staying agile in the face of daily pressures. Leaders will walk away with tools to create a healthy work-life balance that boosts both individual well-being and organizational performance.

Benefits: Leaders will help themselves and their teams integrate work and personal life in a sustainable way.

Topics Covered: Work-Life Integration, Self Leadership, Servant Leadership

