

THE LEADERSHIP CHALLENGE® PRODUCT CATALOG

Your all-in-one guide to workshop materials from FlashPoint

The #1 Provider of The Leadership Challenge® and
LPI®: Leadership Practices Inventory® Administration

**Assessment and participant materials pricing good
through 4/30/24 FlashPoint reserves the right to
modify pricing with 60 days' notice.*



*FlashPoint is the #1 Provider
of The Leadership Challenge®*

FlashPoint.
LEADERSHIP CONSULTING

WELCOME!

FlashPoint is a leadership consulting firm that delivers creative and measurable solutions to make leaders and teams more effective. We strive to create more meaning at work.

LEARN MORE ABOUT FLASHPOINT:

- Meet FlashPoint
- How We Support The Leadership Challenge® and LPI® Assessment Administration
- Our Flagship Programs
- Client Success Stories

FLASHPOINT AT A GLANCE . . .

2002 Founded

30 Facilitators + coaches

300+ Clients around the globe



Nationally certified
Women's Business Enterprise

We can support your experience with The Leadership Challenge® in a number of ways, including:

CUSTOM IN-ORGANIZATION SOLUTIONS

VIRTUAL, INSTRUCTOR-LED PROGRAMS

FACILITATION + REINFORCEMENT

MINDMARKER MOBILE REINFORCEMENT

LPI® ASSESSMENT + REASSESSMENT ADMINISTRATION

LPI® COACHING

PARTICIPANT + FACILITATOR MATERIALS

PUBLIC WORKSHOPS

FACILITATOR + LPI® COACH TRAINING

MEET FLASHPOINT

FlashPoint provides the top research-based leadership programs, as well as customized consulting to support your organization’s leaders. As a boutique firm and Women-Owned Small Business, we can be nimble in an ever-changing landscape and work with you to achieve real and lasting results.

LEADERSHIP DEVELOPMENT

- Leadership strategy and programs
- Conferences and workshops
- Learning reinforcement
- Competencies development
- Assessments

IMPACT

- ✓ Recognize potential
- ✓ Grow your leaders’ capabilities
- ✓ Build tomorrow’s leaders now

TEAM EFFECTIVENESS

- Custom team programs
- Retreats and training
- New leader assimilation
- Assessments

IMPACT

- ✓ Improve collaboration
- ✓ Build healthy and productive teams
- ✓ Create alignment through strategy

COACHING

- Executive, high-potential, and emerging leader coaching
- Team and group coaching
- Coaching skills development
- Assessments

IMPACT

- ✓ Provide personalized development
- ✓ Accelerate leader growth
- ✓ Maximize contributions

FLAGSHIP PROGRAMS



Visit our website, www.flashpointleadership.com, or reach out for more information. We want to ensure that your leaders are engaged, your teams are effective, and you achieve your business goals. As a boutique firm and Women-Owned Small Business, we can be nimble in an ever-changing landscape and work with you to achieve real and lasting results.



HOW WE SUPPORT THE LEADERSHIP CHALLENGE[®]

As the largest provider of The Leadership Challenge[®], we provide in-house training to organizations as well as the full suite of workshop materials and LPI[®]: Leadership Practices Inventory[®] 360-degree assessment. We offer a variety of options to support your organization with The Leadership Challenge[®]:*

- **LPI[®] ADMINISTRATION + MATERIALS:** We support you every step of the way to maximize participation and enable each participant to receive valuable feedback.
- **MINDMARKER REINFORCEMENT:** FlashPoint's mobile app reinforcement program helps participants apply new skills after the workshop.
- **PUBLIC WORKSHOPS:** Our workshops are facilitated by highly skilled Certified Masters who bring the philosophy, principles, and lessons of The Leadership Challenge[®] to life.
- **FACILITATOR + LPI[®] COACH TRAINING:** Attend to increase your understanding of The Five Practices of Exemplary Leadership[®] to facilitate The Leadership Challenge[®] Workshop in your organization or provide individual LPI[®] coaching to your leaders.
- **CUSTOM IN-ORGANIZATION SOLUTIONS:** We provide customized training and support, catering the content to support your business goals.
- **VIRTUAL, INSTRUCTOR-LED PROGRAMS:** With a variety flexible options, our instructor-led programs can be delivered entirely online using interactive features to bring The Leadership Challenge[®] to life.

Ready to order? Contact our Client Services Team at orders@flashpointleadership.com

**FlashPoint provides a 20% discount on retail prices, included in the pricing on the following pages. Assessment and participant materials pricing good through 4/30/24. FlashPoint reserves the right to modify pricing with 60 days' notice.*

<p>The Leadership Practices Inventory[®]</p> <p>ASSESSMENT + DIGITAL RESOURCES</p>	<p>The Leadership Challenge[®]</p> <p>TWO-DAY WORKSHOP PARTICIPANT MATERIALS</p>	<p>Other Participant Materials</p> <p>LPI[®] SELF EMPOWERED WORKSHOP AND PARTICIPANT MATERIALS</p> <p>THE CHALLENGE CONTINUES[®] WORKSHOP AND PARTICIPANT MATERIALS</p>		<p>The Leadership Challenge[®]</p> <p>FACILITATION SET</p>
--	--	--	--	--

The Leadership Practices Inventory® assessment instrument is backed by over 30-years of research and the data of millions of leaders around the world. With strong validity and reliability, this assessment is the cornerstone of Kouzes and Posner’s leadership development model. LPI® assessments measure the frequency of specific leadership behaviors and serve as a guide to leaders as they strive to develop and enhance their leadership capability. The online 360-degree and self assessments are both fully secure, intuitive, and interactive.

OUR ADMINISTRATION PROCESS

From set-up to final report, we support you and your participants throughout the LPI® – streamlining the process for you and ensuring each of your participants receive valuable feedback and their participation is maximized.

<p>The LPI®: Leadership Practices Inventory® 360 Assessment</p>	<p>LPI® 360 and FlashPoint Administration Includes workshop pre-work: \$246/leader</p>	<p>LPI® 360 Token Only \$176/leader (you administer; retail price \$220)</p>
<p>The LPI®: Leadership Practices Inventory® 360+ Assessment (Bundled Assessment and a Reassessment!) The 360+ provides leaders with an initial assessment and a reassessment of their LPI® within an 18-month period. It also includes a comparison report between both assessments.</p>	<p>LPI® 360+ and FlashPoint Administration Includes workshop pre-work: \$340/leader</p>	<p>LPI® 360+ Token Only \$200/leader (you administer; retail price \$250)</p>
<p>The LPI®: The Leadership Practices Inventory® Self Assessment</p>	<p>LPI® Self and FlashPoint Administration \$130/leader</p>	<p>LPI® Self Token Only \$80/leader (you administer; retail price \$100)</p>

LPI® 360 and Self tokens are valid for up to 12 months.
LPI® 360+ tokens are valid for up to 18 months.

All LPI® tokens are product-specific and can be used to access only the LPI® assessment designated initially. Tokens are non-refundable and cannot be exchanged for another LPI® assessment product.

Included in our LPI® administration:

- ✓ Instructions and FAQ for participants
- ✓ Weekly program manager progress update
- ✓ Weekly completion reminders to participants
- ✓ Group LPI® Report + additional or revised report copies
- ✓ Reactivation of a started assessment within one year of initial launch
- ✓ Assessment administration window extensions
- ✓ Reassignment of unused assessment tokens within the same administration group
- ✓ Reassessment comparison reports, if applicable
- ✓ Delivery and monitoring of pre-work assignments (Characteristics of an Admired Leader survey, What I Hope to Accomplish, My Personal Best, and My Current Leadership Challenge)
- ✓ Group LPI® Report
- ✓ Characteristics of An Admired Leader data (summary report, group ranking PowerPoint slide, and individual participant responses)
- ✓ What I Hope to Accomplish participant responses

Additional charges apply for: Shipping, custom reports, and manual entry of raters

FlashPoint.

Each LPI®: Leadership Practices Inventory® assessment comes with digital resources to help your leaders reflect on and apply The Five Practices® to increase their demonstration of the leadership behaviors behind *The Leadership Challenge*.

THE LPI® SELF ASSESSMENT COMES WITH . . .



TLC Practice Book: activities to help leaders put their LPI® feedback and The Five Practices of Exemplary Leadership® into daily practice.

TLC Workbook 3rd Edition: an interactive guide to help leaders apply The Five Practices of Exemplary Leadership® in real-life business situations.

THE LPI® 360 ASSESSMENT COMES WITH . . .



TLC Practice Book: activities to help leaders put their LPI® feedback and The Five Practices of Exemplary Leadership® into daily practice.

TLC Vision Book: a hands-on workbook to help leaders get more comfortable and stronger at Inspiring a Shared Vision, including a section to build visionary skills in others (because visions are co-created and shared).



LPI® Development Planner: tips for becoming a better leader, specific suggestions for improving in each of The Five Practices of Exemplary Leadership®, and several leadership development worksheets.

LPI® Handouts: tips and worksheets to help leaders better understand and use their LPI® feedback.

ANY LPI® REASSESSMENT COMES WITH . . .



The Challenge Continues® Handouts: reinforcement activities for each of The Five Practices of Exemplary Leadership® for leaders to sustain their learning.

THE LPI® 360+ ASSESSMENT COMES WITH . . .



TLC Practice Book: activities to help leaders put their LPI® feedback and The Five Practices of Exemplary Leadership® into daily practice.

TLC Vision Book: a hands-on workbook to help leaders get more comfortable and stronger at Inspiring a Shared Vision, including a section to build visionary skills in others (because visions are co-created and shared).

LPI® Development Planner: tips for becoming a better leader, specific suggestions for improving in each of The Five Practices of Exemplary Leadership®, and several leadership development worksheets.

LPI® Handouts: tips and worksheets to help leaders better understand and use their LPI® feedback.

The Challenge Continues® Handouts: reinforcement activities for each of The Five Practices of Exemplary Leadership® for leaders to sustain their learning (available with the reassessment report).

THE LEADERSHIP CHALLENGE®

TWO-DAY WORKSHOP PARTICIPANT PACKAGE

The Leadership Challenge® Workshop is designed to bring out the best in all leaders, regardless of position, title, or organization. This workshop uses the **LPI® 360 or LPI® 360+ assessment** in addition to the materials below.



\$28.00
(retail price \$35.00)

***The Leadership Challenge, 7th Edition* by James M. Kouzes and Barry Z. Posner**

The most trusted source on becoming a better leader for more than 30 years, this best-selling business classic is completely revised and updated, positioning Kouzes and Posner's work in the context of today's world. The seventh edition is an indispensable resource for leaders at all levels.



\$119.20
(retail price \$149.00)

The Leadership Challenge® Participant Workbook, Fifth Edition (digital or print versions)

The Leadership Challenge® Participant Workbook is appropriate for two-day or longer programs and the modular design of the new workbook allows for flexible workshop delivery options. As participants make their way through the workbook, they soon discover The Leadership Challenge® Workshop experience goes beyond a typical training session and might even change their lives.



\$19.20
(retail price \$24.00)

Values Cards

The Values Card deck contains 52 cards pre-printed with words such as "Creativity," "Loyalty," and "Teamwork," for participants to identify and reflect on values most meaningful to them. After the workshop the cards can be used to help clarify values with colleagues and at home to engage family members in all-important conversations about the beliefs they'd like to live by.



\$3.20
(retail price \$4.00)

The Reminder Card

This convenient 4" x 6" card made for desks, organizers, and wallets serves as a quick reference to The Leadership Challenge® model. It is a handy reminder of the Five Practices of Exemplary Leadership® and the Ten Commitments.

**The Leadership
Challenge® Workshop
Participation Materials**

**Standard
Workshop Materials**
\$169.60
(Retail Price, \$212)

MINDMARKER DIGITAL REINFORCEMENT

Mindmarker is FlashPoint's original mobile app program to reinforce learning and encourage practice after the LPI® 360 and The Leadership Challenge® Workshop.

Our program delivers actionable messages and digital resources right to participants' smartphone (or tablet or desktop). Each reinforcement message is carefully crafted to take no more than 3-4 minutes and give leaders a bridge from workshop to application.

PARTICIPANTS WILL RECEIVE VIDEOS, JOB AIDS, TOOLS, SURVEYS, AND OPEN-ENDED QUESTIONS, INCLUDING:

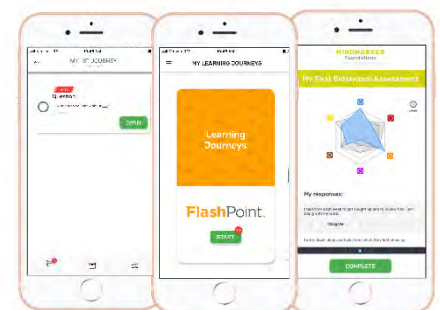
- Resources to support bringing key concepts to others, including direct reports and manager
- Tips and tools for understanding and sharing LPI® results
- Timely, encouraging messages for their development, prompting self-reflection and action
- Suggestions and actions for specific LPI® behaviors

Cost: \$50 per participant

to add to your internally facilitated program

HOW WILL OUR MOBILE REINFORCEMENT BENEFIT YOUR ORGANIZATION?

- Leaders receive 22 reminders and follow-up tools over 90 days that help **integrate learning into their day-to-day work.**
- The **impact and value of training is sustained and increased** as participants practice skills, retain knowledge, and apply insights.
- Program managers get a **report on how participants are applying content** and their level of engagement in the program.
- Leaders get tools to support sharing key concepts with others to **cascade The Five Practices of Exemplary Leadership®** model throughout the organization.



mindmarker x

The Leadership Challenge® Workshop and The Five Practices of Exemplary Leadership® are registered trademarks of John Wiley & Sons, Inc. The associated icons are copyright © 2011 John Wiley & Sons, Inc. www.leadershipchallenge.com. The Leadership Challenge® Mindmarker Program © 2020 FlashPoint. All rights reserved.

The Challenge Continues[®]

After an investment in leadership development, it's critical to sustain the leader's learning and to increase their impact. To ensure return on investment, leaders must remain focused while working to implement their new skills and behaviors over time. The Challenge Continues[®] modules are intended as a follow-up or reinforcement program for leaders who have been working to implement The Five Practices of Exemplary Leadership[®]. The program can be completed in a one-day format or delivered in five, 90-minute segments. This workshop uses a **second administration of the LPI[®] 360 assessment** (either 360+ or two 360 assessments).

Included with the purchase of the LPI[®] 360 Reassessment are digital handouts for each practice area:

Model the Way

Focuses on how to clarify values, find your voice, affirm shared ideals, set the example, and align actions with shared values.

Inspire a Shared Vision

Enables participants to explore Inspire a Shared Vision in depth by envisioning the future, imagining exciting and ennobling possibilities, and enlisting others in a common vision by appealing to shared aspirations.

Challenge the Process

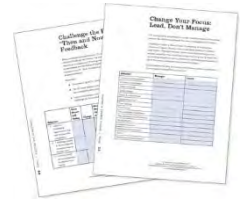
Encourages searching for opportunities by seizing the initiative, looking outward for innovative ways to improve, and taking risks by constantly generating small wins and learning from experience.

Enable Others to Act

Promotes understanding of how to foster collaboration by building trust and facilitating relationships and teaches strengthening others by increasing self-determination and developing competence.

Encourage the Heart

Emphasizes recognizing contributions by showing appreciation for individual excellence and creating a spirit of community by celebrating values and victories.





\$1,039.20
(retail price \$1,299.00)

The Leadership Challenge® Facilitation Set

The Leadership Challenge® Facilitation Set contains the entire suite of fully-developed workshop tools, based on The Five Practices of Exemplary Leadership®, the acclaimed leadership framework by Jim Kouzes and Barry Posner, and powered by the LPI®: Leadership Practices Inventory®. This comprehensive talent development package provides organizations of any size with the high-impact, ready-to-implement solutions needed to build a common language of leadership and unleash the potential to lead in every individual at every level. *The facilitation set is entirely digital (comes on a jump drive) and includes the following facilitator guides. The facilitation set does not include participant materials. These can be purchased separately, see pages 7-8.*

The Leadership Challenge® Workshop

The Leadership Challenge® Workshop is a highly interactive 16-hour training experience that incorporates the use of a variety of resources and tools, including the LPI® 360. It is designed to inspire, engage, and help any leader develop the skills needed to meet whatever leadership challenges lay ahead. Participants return to the workplace with an action plan in hand, prepared to implement their new skills on the job beginning day 1.

LPI®: Leadership Practices Inventory® Debrief/Workshop

This is an easily-customizable toolkit for delivering a four-hour LPI® feedback session. Materials include helpful tips for gaining buy-in from senior leadership: how to prepare for the briefing, make the business case for the LPI®, explain its benefits, and guidance on engaging executives as champions. This comprehensive resource also includes case examples that demonstrate how to apply The Five Practices of Exemplary Leadership® model, tools, and strategies for using the LPI® in a coaching session, and ideas for using the LPI® in conjunction with other leadership models.

The Challenge Continues® Workshop

The Challenge Continues® is designed to address the "what's next" question for leaders who have attended The Leadership Challenge® Workshop and have been working to become better leaders over the previous 9 to 18 months. Key components of this 8-hour training require a second administration of the LPI® and a thorough review of the LPI® 360 Reassessment Report, offering leaders the opportunity to examine the factors that may be contributing to or hindering their development. The workshop's modular design, one for each of The Five Practices of Exemplary Leadership®, creates flexible delivery options for trainers.

The Leadership Challenge® Values Cards Facilitator's Guide

An excellent tool for learning and conceptualizing the importance of values clarification, this workshop can help leaders and aspiring leaders clarify the personal as well as shared values that guide them through a variety of situations. The Values Cards, pre-printed with values words, help participants reflect on and clarify their deeply held values.

The LPI® Action Cards Facilitator's Guide

This package allows participants to apply the 30 LPI® behaviors to real-life, challenging business situations. Facilitators provide each participant with their own deck of the LPI® Action Cards. Working in small groups, participants write down their challenges and take turns suggesting how problems can be solved using LPI® actions. Participants keep the cards and can use the deck as an application tool on their own or with their team for other business issues.

The Leadership Challenge® Activities Book

With 107 experiential learning activities and games keyed to a specific practice, this book is an excellent addition to any existing leadership development program. It provides practical information and tools for demonstrating and teaching The Five Practices of Exemplary Leadership® to audiences new or already familiar with the model.



\$28.00
 (retail price \$35.00)

***The Leadership Challenge, 7th Edition* by James M. Kouzes and Barry Z. Posner**

The most trusted source on becoming a better leader for more than 30 years, this best-selling business classic is completely revised and updated, positioning Kouzes and Posner’s work in the context of today’s world. The seventh edition is an indispensable resource for leaders at all levels.



\$22.40
 (retail price \$27.95)

***Credibility: How Leaders Gain and Lose it, Why People Demand it (Revised)* by James M. Kouzes and Barry Z. Posner**

“If your people don’t believe in you, they won’t believe in what you say. And if it’s about you, then it’s about your beliefs, your values, your principles.” – from *Credibility*



\$20.00
 (retail price \$25.00)

***Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader* by James M. Kouzes and Barry Z. Posner**

This book answers the fundamental question, “Are leaders born or made?” See how you can develop a learning mindset and create a context that will foster positive beliefs in others. Whether leadership abilities are already apparent or nothing more than a glimmer, this insightful guide gives evidence-based strategies to ignite a continuous improvement habit, enabling you and others to become better leaders.



\$20.00
 (retail price \$24.95)

***The Truth About Leadership* by James M. Kouzes and Barry Z. Posner**

“The leadership truths Kouzes and Posner lay out have not only endured the test of time but are even more relevant now in a world transformed by Twittering Millennials. Buy copies for yourself, your boss, and also for the up-and-coming leaders of your organization.” – Charlene Li, Author of *Open Leadership*



\$20.00
 (retail price \$24.95)

***A Leader’s Legacy* by James M. Kouzes and Barry Z. Posner**

“*A Leader’s Legacy* is an indispensable daily reference for leaders at every level of enterprise. Legacy is a gift to leaders of today, to leaders of the future.” – Frances Hesselbein, Chairman



\$8.00
 (retail price \$10.00)

***Turning Adversity Into Opportunity* by James M. Kouzes and Barry Z. Posner**

Turning Adversity Into Opportunity reveals how leaders at any level can transform difficult circumstances into opportunities for growth and success. Kouzes and Posner offer a clear set of six actionable strategies, showing how extraordinary leaders navigate through uncertainty, hardship, disruption, transformation, transition, recovery, new beginnings, and other significant challenges. Exemplary leadership disrupts the status quo, and Kouzes and Posner show how to awaken and pursue new possibilities and opportunities, no matter what the circumstances.



\$40.00
 (retail price \$50.00)

A Coach’s Guide to Developing Exemplary Leaders

Filled with best practices, success stories, worksheets, and checklists, this comprehensive resources enables coaches to easily adapt their coaching regiment to include The Leadership Challenge[®] and the LPI[®]. Written in conjunction with coaching expert Elaine Biech, it provides practical information and tools for integrating The Five Practices of Exemplary Leadership[®] into any coaching practice.

OUR FLAGSHIP PROGRAMS

The Leadership Challenge[®]

A program that teaches the proven Five Practices of Exemplary Leadership[®]—*Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart*—and measures leadership effectiveness with the LPI[®]: Leadership Practices Inventory[®] 360-degree assessment.

FlashPoint is the #1 Provider
of The Leadership
Challenge[®]



Accelerate[™]

A facilitated process designed to onboard leaders using both individual and team development during the critical early months, including individual and team assessments, leader coaching, and facilitated team sessions. It sets new leaders and teams up for success to achieve positive results.



Management Vitals[™]

A practical program that equips first-time team leads and managers with the fundamentals of management. Managers learn about communication and management style, managing through change and conflict, goal setting, performance feedback, leveraging diversity, and team dynamics.

management
vitals

Everything DiSC[®] on Catalyst[™]

A behavioral-style assessment, report, interactive online system, and training suite that helps leaders and teams build more effective relationships, better understand themselves, appreciate and value differences in perspective and approach, and readily and consistently adapt to the unique needs of each person or situation they encounter.



The 4 Stages of Psychological Safety[™]

A facilitated workshop designed to quickly integrate a language of inclusion and ensure leaders, employees, and team members are safe to contribute, challenge the status quo, and innovate. Participants learn to create an inclusive environment, accelerate learning, increase contribution, and stimulate innovation.



The Five Behaviors[™]

A facilitated learning experience that enhances team performance. Members of intact teams take an assessment then learn about and practice the five behaviors of a healthy team—*Trust, Conflict, Commitment, Accountability, and Results*. Or, any individual learns productive team behaviors to increase collaboration and results and expands self-awareness using a self-assessment.



CLIENT SUCCESS STORIES

EXECUTIVE JET MANAGEMENT

EJM sought to foster and enhance its culture of performance. To achieve that, we developed an 18-month skill-building and leadership development program for managers to learn to more effectively lead and engage their teams, including **Management Vitals™** training modules, **Everything DiSC®** assessments, webinar reinforcement sessions, and group coaching.

94%

of participants found the program to be a valuable experience.

94%

of participants agreed that the program will help them become a more effective manager.

MILESTONE CONTRACTORS

Milestone Contractors' leadership strategy sought to develop leaders, promote excellence, and bridge communication gaps between divisions and generations while cross-pollinating emerging and high-potential leaders throughout the organization.

Through our multi-year partnership to create a **custom program**, "The Milestone Way" offered emerging leaders successive, leveled development including annual summits, behavioral assessments, coaching skills training, follow-up webinars, and accountability partners.

96%

Participant retention

+21%

Sales have increased

"Milestone is going to be set for talent for years to come."

—Vice President of Human Resources

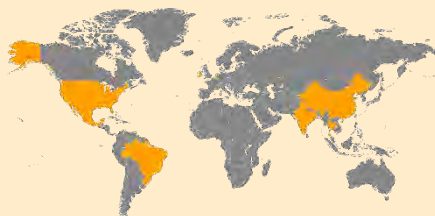
INGERSOLL RAND

FlashPoint has worked with Ingersoll Rand, a global corporation with 44,000 employees and 900 facilities, to develop Leading the Ingersoll Rand Way for newly promoted and hired people leaders.

The program includes a custom, highly interactive two-day **The Leadership Challenge® Workshop** and establishes a common mindset about leadership in the organization, providing a forum for people leaders to understand work done across the organization and increasing the understanding of common challenges faced by leaders in strategic business units.

LOCATIONS:

India, China, Thailand, Mexico, Brazil, United States, Ireland, and Belgium



INDIANAPOLIS AIRPORT AUTHORITY

FlashPoint and IAA developed a year-long leadership and business skill development program to bring deeper awareness to leaders.

Participants learned what was working well and where they could hone leadership skills through in-person leadership workshops, **LPI®** 360 pre- and post-assessment, individual coaching, webinar reinforcement, and an in-person capstone event.

Program participants have increased LPI®

scores

+ 5.1%

across all Five

Practices of Exemplary

Leadership® from

pre- to post

assessment.

FlashPoint.

LEADERSHIP DEVELOPMENT.

TEAM EFFECTIVENESS.

COACHING.

STAY CONNECTED

WEBINARS

Interact with the experts while learning how to boost your leadership and/or team effectiveness

EVENTS

Build your skills while engaging with others in your field

WHITEPAPERS

Download resources to equip yourself with the best practices and helpful tools

BLOG

Get regular updates on leadership, team effectiveness, and coaching



To order products and materials, contact our Client Services Team at:

orders@flashpointleadership.com