



# ASCENT LEADERSHIP PROGRAM

The ASCENT Leadership Programs are comprehensive offerings designed to cultivate self-aware, purposeful, values-based, and visionary leaders equipped to power transformation

**Leadership requires vision and action.** We have a glimpse of the new future we desire. Authentic relationships and courageous cultures; collaborative partnerships; adaptable solutions and systems. **The big question is HOW?** How do we create these desired results in times of immense change and complexity, and uncertain resources? What’s the answer? **Transformational Leadership.** In these times, leaders at all levels of an organization are responsible for more than maintaining current performance. Leaders are being called upon to lead transformation of systems, processes, and work cultures.

## Leaders are being called to:

- Lead in a way that stimulates people to think, grow, learn, collaborate, and create in different ways.
- Engage others – teams and partners – to envision new ways of delivering even better results.
- Reinvent relationships and mobilize others to co-create outcomes that make a positive difference.

## Program Offerings

Program Description	Details
<p><b>1. Transformational Leadership Program (TLP).</b> Comprehensive program designed to build purposeful, values-based, visionary, ethical and inspiring leaders. Transformational leaders strive for increased self-awareness through continuously seeking feedback and embracing their development gaps. They identify needed change within state government and enroll others into co-creating outcomes that matter.</p>	<p>Formerly known as ALP (Aspiring Leadership Program) for represented employees or MLP (Managers’ Leadership Program) for supervisory/executive management. 18 total workshop days, 1:1 and group coaching. Includes the POL workshop and DIOM content. Competitive application opens in September. Cohort size is 25. Runs January - September. Available to all state employees. Tuition is \$3,600.</p>
<p><b>2. Promise of Leadership (POL).</b> 6-hour workshop and 90-minute coaching debrief of The Leadership Circle Profile 360 (LCP). This powerful assessment helps a leader better understand their impact and how to increase their leadership effectiveness.</p>	<p>Available to all state employees. Can be delivered inside an agency upon request. Enrollment through Workday, cohort size between 10-25. Offered 2-3 times each year. Tuition is \$595.</p>
<p><b>3. Leader to Leader (L2L).</b> Workshop sessions dive deeper into leadership topics and strategies. Ideal for virtual participation. 18 total sessions available.</p>	<p>For management service employees. Sessions are 4-6 hours long, every 4-8 weeks. A 360 Leadership Circle Profile is required. Cohort size is 6-12. Tuition is \$795 per person or 2 for \$1,400.</p>
<p><b>4. Developing and Implementing an Outward Mindset (DIOM).</b> Four half-day sessions focused on the Arbingner Institute’s mindset content and tools. Helps participants acquire and practice tools to deepen self-awareness, change mindset, grow accountability, and spark collaboration.</p>	<p>Available to all state employees. Can be delivered inside an agency upon request. Enrollment through Workday. Cohort size between 20-30. Tuition \$895 per person or 2 for \$1,600.</p>
<p><b>5. Authentic Leader.</b> Three-day residential workshop. Provides an LCP 360 and 90-minute coaching debrief. Tuition doesn’t include venue, travel, or meals.</p>	<p>Reserved for senior and executive level leaders. Delivered by consultant partner. Venue is arranged by agency. Cohort size is 16 (minimum) up to max of 23. Tuition is \$2,900.</p>
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