

The High Performance Leadership Program

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... a proven three-part learning process of
study, action, and feedback.

The High Performance Leadership (HPL) Program is a hands-on, skill-building program that requires you to conduct a project of your choice in which you serve as a leader. Reflecting your own goals, the project may be affiliated with your participation at club, area, division, district, business or community level.

The High Performance Leadership manual walks you through the project's different phases, providing study material and activities to complete. Your project can be anything as long as it is legal, ethical and socially responsible.

A project conducted outside Toastmasters must not be represented as being endorsed by Toastmasters International.

The project should be one that makes a positive contribution to your cause, is one where you are able to see results in a reasonably short period of time and involves several people with whom you can work in a leadership capacity

As
you progress you will learn about:

Service Leadership

Service

leadership requires the capacity to lead both with a focus on service to those benefiting from the end result, and those who do the work in achieving the objectives. Such leadership requires working with a spirit and set of values that emphasize worthwhile contributions. Service leaders see their role as enabling or empowering others to accomplish something worthy.

Six Dimensions of effective Leadership:

Vision and Values

Good leaders

visualize what they would like to have happen, they can understand what is happening now, and they decide what needs to be done to make their vision become a reality.

Direction

Good Leaders help

people accomplish tasks necessary to turn the vision into reality. Good Leaders set goals, establish priorities and delegate responsibility as necessary.

Persuasion

Good Leaders

persuade others to see, understand and believe in their vision. When others believe as you do, they are more likely to commit themselves to achieving your objective.

Support

Good Leaders

encourage creativity. When the team encounters problems, Good leaders provide the guidance necessary to resolve the problems quickly and effectively.

Development

Good Leaders

provide opportunities for their team members to fulfill their own needs and goals. Good Leaders challenge team members to learn new skills, but make it clear that they are expected to work hard.

Appreciation

Good Leaders

know that their team members need to be appreciated, and readily recognize the team members with praise for their efforts and accomplishments.

A Brief Look at the Program

The Program has five parts each with a three-part learning process, Study, Action and Feedback.

Study

Study presents information that should be learnt and sets out ways to go about achieving your end result for that section.

Action

This section contains an easy way to plan your actions and consider other things that you need to do to complete this section.

Feedback

You will have a guidance committee and when you reach the end of each part (part 1 to part 5); you will convene a meeting with this committee and discuss what has been done. The members of your guidance committee should provide you with feedback, which will equip you to continue on with the project.

Part 1: Learning About Leadership

- Assess your knowledge of leadership
- Assess your leadership skills
- Select a project
- Recruit a guidance committee
- Convene a meeting with your guidance committee

Part 2: Choosing Your Objectives

- Describe your vision
- Write your mission statement
- Define your core values
- Plan your speech to your club
- Review your speech with your guidance committee
- Present your speech to the club

Part 3: Winning Commitment

- Recruit your action team
- Agree on your vision, mission and core values
- Create an action strategy
- Identify key result areas
- Develop action plan
- Convene a meeting with your guidance committee

Part 4: Working the Plan

- Review your progress against your action plan
- Identify and overcome any problems
- Handle any conflict
- Re-evaluate overall plan
- Convene a meeting with your guidance committee

Part 5: Analyzing and Presenting Your Results

- Plan your speech to the club
- Review the speech with your guidance committee
- Present your speech to your club.
- Complete "Leadership Excellence Award" and send to T.I.

Some Ideas for the High Performance Leadership Program

- Organizing a District 3 Annual or Semi Annual Conference as conference chairman,
- Member retention and membership building for a club,
- Starting a new club,
- A leadership project related to the needs of the company you work for,
- Organizing a community Project,
- Volunteer and work with one of the various community organizations,
- Improving facilities for Youth,
- Fundraising for Kids with Cancer.