

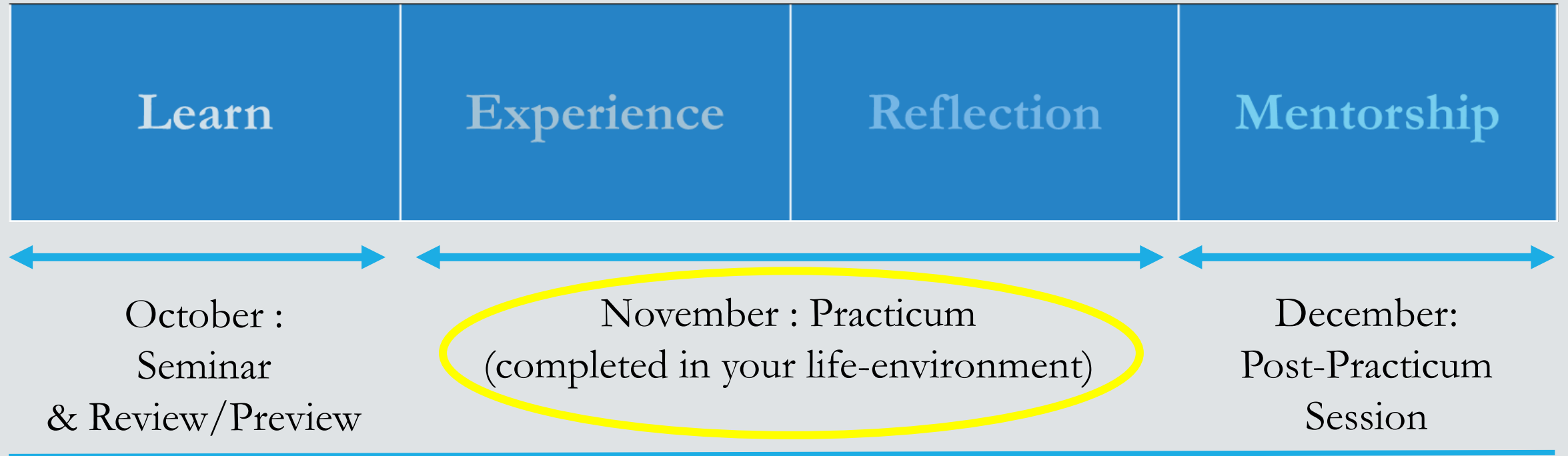
AGLP Leadership Development Curriculum

Challenge the Process: Experiential Learning & Reflections Preview

10/24/2022

AGLP Leadership Development Sequence

Leadership Practices: Challenge the Process



Leadership Practices: Encourage Others to Act

November

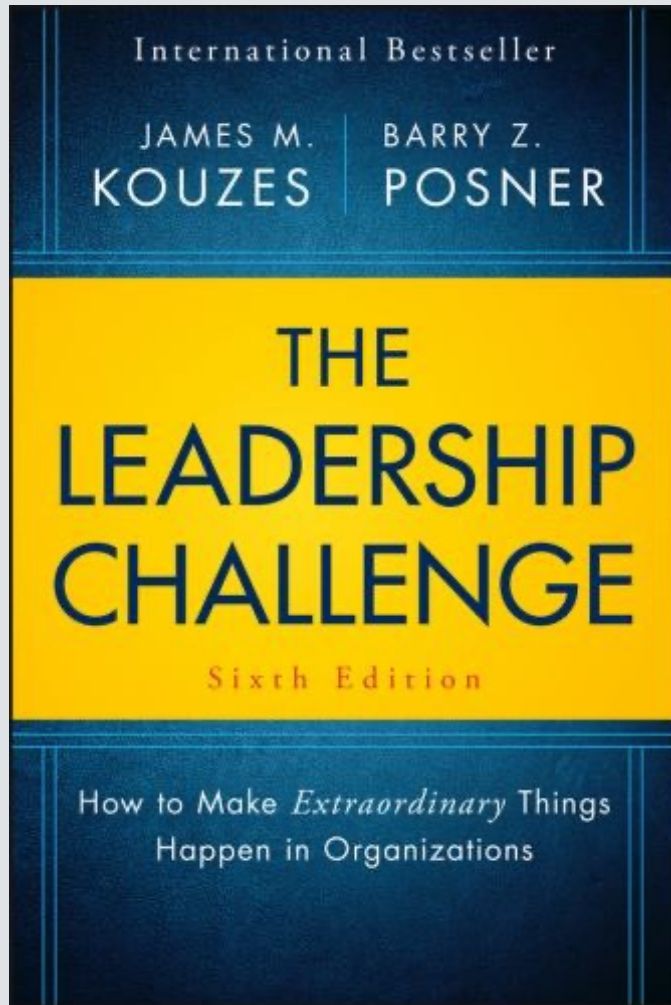
December

January

AGLP Leadership Development Curriculum

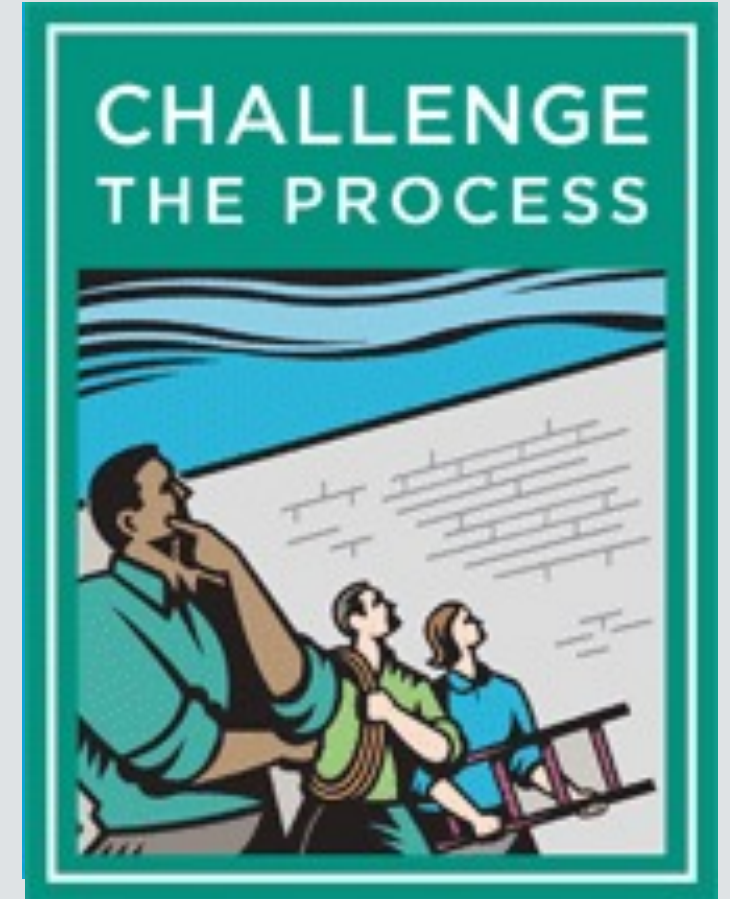
Challenge the Process: Review

Leadership Practice #3: Challenge the Process



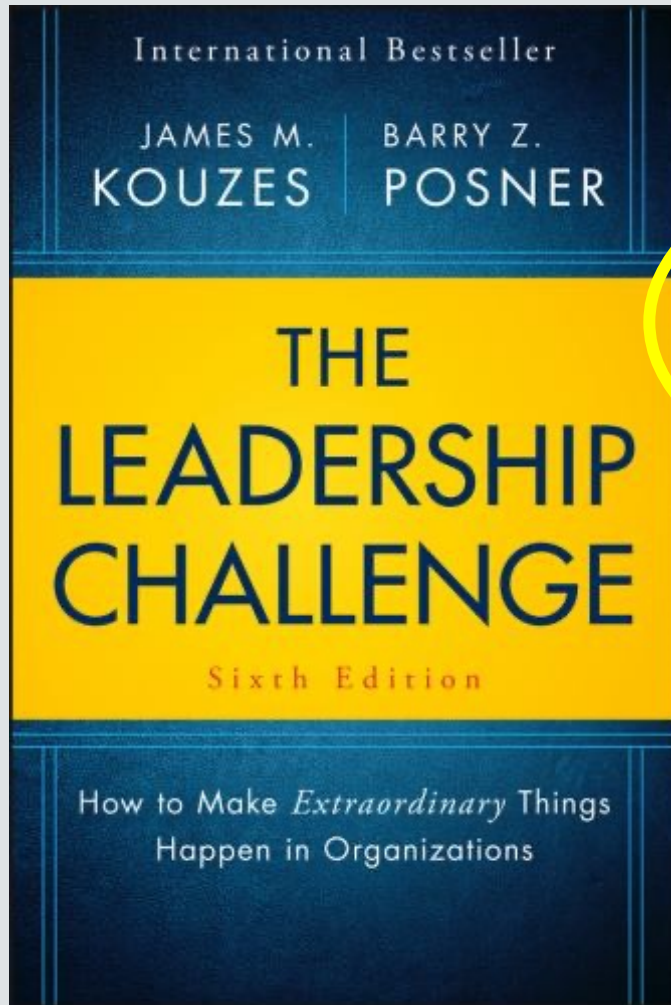
Leadership Commitments:

1. Search for opportunities by seizing the initiative and looking outward for innovative ways to improve
2. Experiment and take risks by consistently generating small wins and learning from experience



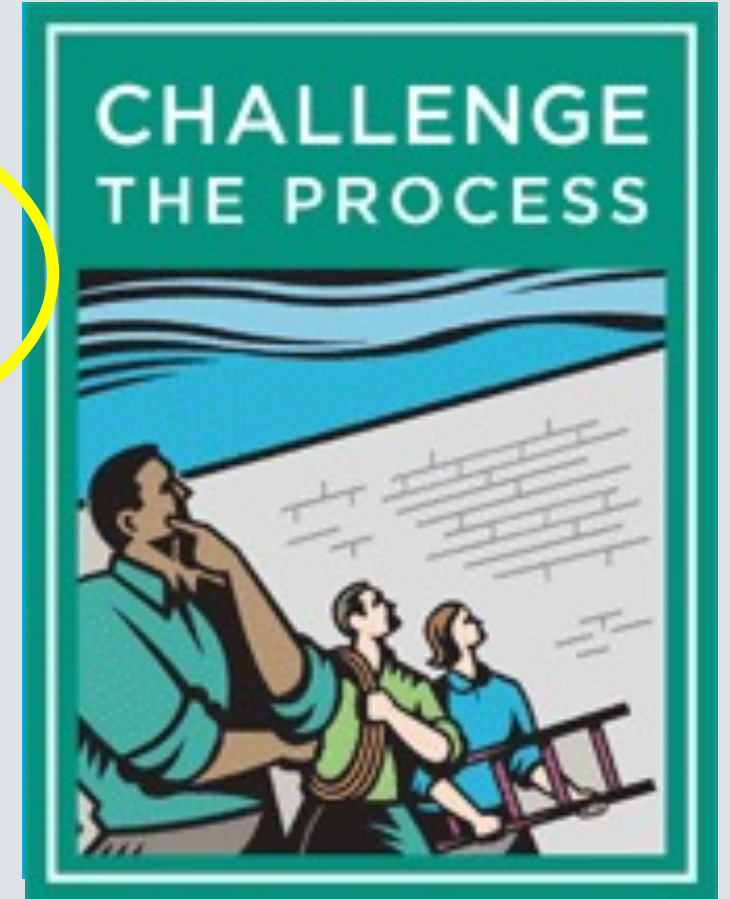
www.leadershipchallenge.com

Leadership Practice #3: Challenge the Process



Leadership Commitments:

1. Search for opportunities by seizing the initiative and looking outward for innovative ways to improve
2. Experiment and take risks by consistently generating small wins and learning from experience



www.leadershipchallenge.com

Outsight Suggestion

Defer judgment
when generating ideas:

Left brain

I am the left brain.
I am a scientist. A mathematician.
I love the familiar. I categorize. I am accurate. Linear.
Analytical. Strategic. I am practical.
Always in control. A master of words and language.
Realistic. I calculate equations and play with numbers.
I am order. I am logic.
I know exactly who I am.

Keep left (analytical) side
of the brain in check

Let the right (artistic) side
of the brain be free

Right brain

I am the right brain.
I am creativity. A free spirit. I am passion.
Yearning. Sensuality. I am the sound of roaring laughter.
I am taste. The feeling of sand beneath bare feet.
I am movement. Vivid colors.
I am the urge to paint on an empty canvas.
I am boundless imagination. Art. Poetry. I sense. I feel.
I am everything I wanted to be.



Mercedes-Benz
The best or nothing.

Tammy Delany-Plugowsky

MEET TAMMY

Tammy started her career in health care delivery which then grew into a 20+ year career in leadership positions in public health and emergency management at the national level in Canada.

Using Simon Sinek's methodology, she recently determined that her personal "WHY" is to connect with people and nature so that together we can draw strength and success through compassion, service and joy.

Over her career, she has led and implemented significant national programs and understands just how powerful great leadership is on organizational health, effectiveness and productivity. She is passionate about helping others grow and succeed. As the Chief Executive Officer and lead coach/consultant of On the Level Leadership Consulting, Inc., she is here to help you or your organization do just that!



OnTheLevelLeadershp.com



Exercise Outsight

SCIENCE OF SUCCESS

What Happened When the U.S. Military Played ‘Shark Tank’

Central Command went searching for good ideas. It had to flatten the chain of command to find them.



The leader of U.S. Central Command, Gen. Michael Erik Kurilla, sits with other judges during Innovation Oasis.



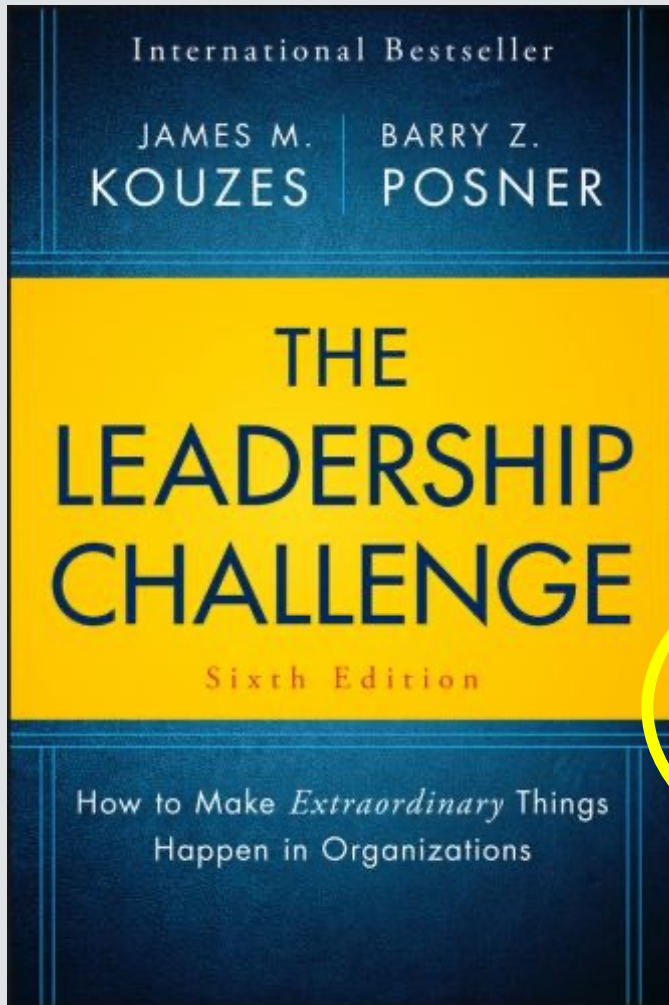
By [Ben Cohen](#) [Follow](#) | Photographs by Zack Wittman for *The Wall Street Journal*

Oct. 20, 2022 5:30 am ET

- Listen to & promote diverse perspectives: “knowing that ideas can come from everybody allows a leader to never miss an opportunity for innovation”

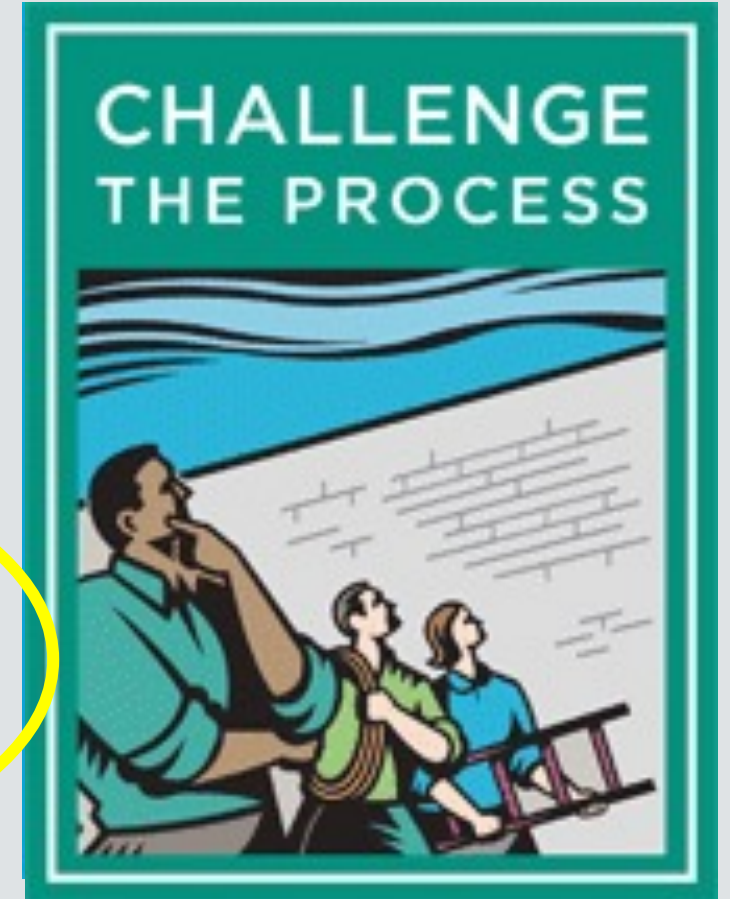
[WSJ Article](#)

Leadership Practice #3: Challenge the Process



Leadership Commitments:

1. Search for opportunities by seizing the initiative and looking outward for innovative ways to improve
2. Experiment and take risks by consistently generating small wins and learning from experience



www.leadershipchallenge.com



Case Study

New MS Program in SEAS/YSM

- Search for opportunities
 - seize the initiative
 - look outward for innovative ways to improve
- Experiment & take risks
 - generate small wins
 - learn from experience

Yale University MS
in Personalized Medicine
+ Applied Engineering



ENROLL IN OUR
JOINT MASTERS
DEGREE PROGRAM!

*Become a Leader in Finding Solutions
for Patients in Personalized Medicine!*

APPLY NOW!

seas.yale.edu/pmae

The advertisement features a 3D rendering of a human knee joint. The femur (thigh bone) is shown in a light gray, realistic texture. The tibia (shin bone) is also in a light gray texture. The joint space is highlighted with a vibrant, multi-colored overlay in shades of blue, yellow, and orange, suggesting a focus on the joint's mechanics or health. Two surgical screws, one purple and one green, are shown inserted into the femur. The background is a solid blue. The text is white and yellow, with a call to action button that says 'APPLY NOW!'. The URL 'seas.yale.edu/pmae' is at the bottom left.

Take Action

To Challenge the Process, you must:

Create opportunities for small wins

*Break big projects into small tasks,
w/ milestones*

Keep team focused on items they can control

Make it safe to experiment

*Show how personal fulfillment &
improvement are synonymous*

*Continuously experiment w/ new ideas
through small bets*



Challenge the Process Additional Reference

Challenge the Process

*Thomas Barlee, Tierra Ellis, Nick Hester,
Jennifer Jones, Morgan Loudermilk*



<https://prezi.com/l6boyqi-tqnz/challenge-the-process/>

Challenge the Process

Practicum: Experiential Learning & Reflection

Challenge the Process: Experiential Learning Scenario

- **lab environment**
— practice
outsight: the most
innovative ideas
may not be your
own. Leaders look
all around for
break through
ideas.

**What are your
external sources
for good ideas?**



- **writing
environment** —
ask questions, seek
advice & listen to
diverse
perspectives are
key to searching
for opportunities

**How can you you
apply this to your
writing process?**

Challenge the Process: Experiential Learning Scenario



- **teaching environment** – leaders are active learners

Regrading teaching, how are you learning how to be a better teacher?

- **home environment** – generate small wins & celebrate milestones.

As we head to the year's end, how can you incorporate the above, w/a nod to the holiday season.

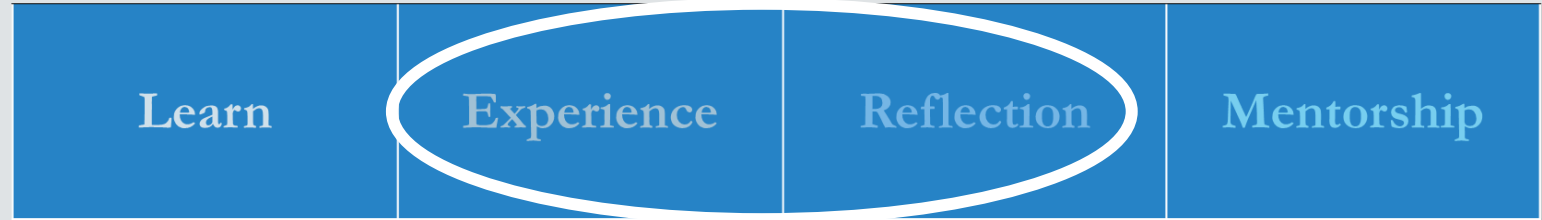


Challenge the Process: VW Reflections on Experiential Learning

- robot skills challenge & intellectual challenge – a few “experiments” at the international robotics competition

Next Steps

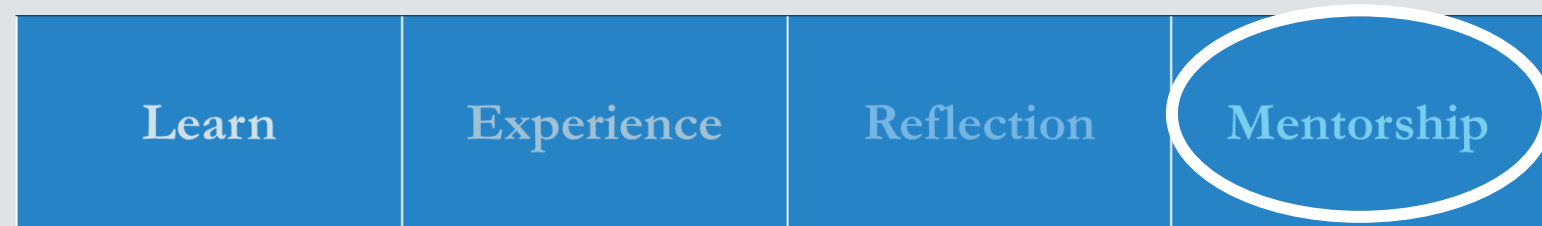
- EL & R: Challenge the Process – all NOV



- Seminar: Enable Others to Act – NOV 7



- Mentorship: Inspire a Shared Vision – NOV 2



July 13 12:30-1:30 w/GC					Effective Communications
July 11 12:00-1:00	Taking Care of Others				
July 18 12:00-12:30			Taking Care of Others		
August				Taking Care of People	
August 3 12:30-1:30 w/GC					Respect for Others
August 1 12:00-1:00		Model the Way			
August 15 12:00-12:30			Model the Way		
September				Model the Way	
September 7 12:30-1:30 w/GC					Taking Care of People
September 12 12:00-1:00		Inspire a Shared Vision			
September 19 12:00-12:30			Inspire a Shared Vision		
October				Inspire a Shared Vision	
October 5 12:30-1:30 w/GC					Model the Way
October 3 12:00-1:00		Challenge the Process			

Next Steps

- Archive list is updated!
- For Cohort One – Two More Topics
- For Cohort Two – EI in January

AGLP Leadership Development Curriculum

Challenge the Process: Experiential Learning & Reflections Preview

10/24/2022