Lead, teach, or coach for any length of time and you’ll discover a few critical realities.

- your personal and professional growth *precedes* your ability to influence others
- sustaining your leadership contribution will be *different* in year five than it was in year one
- just because you choose to live with integrity today, that does not mean you will *choose* integrity tomorrow
- you will run out of *leadership energy* without discovering and developing *regenerative activities*
- you can be sure that sooner or later something will happen, in you or around you, that will awaken you to the fact that leader development is more than just vocational effectiveness, it has to do with an *depth of growth* that comes from *faithfulness in the hard times*

In this workshop you will discover:

- The *two life-long works* of leader development and how you can succeed at both
- The *three critical defining attitudes* authentic leaders embrace for a life time
- The *six predictable phases of leader development* – the purpose and lessons of each phase – where leaders get stuck – and how to grow through each to insure you become a fully mature leader
- Learn how to find your way to renewal through the *Renewal Formula*.

The *Formation of a Leader* training is led by Dan Webster. Dan is life-long student, practitioner, and pioneer in the area of leadership and life development. He has worked with numerous senior leaders across multiple sectors in the for-profit, non-profit, para-church, educational and church worlds. In this engaging session he shares the truth of leader development from his over forty years of leading, mentoring, and developing leaders. Contact Dan at dan@danwebster.com or 616-335-8500.
Experience a Personal Leadership SUMMIT and create a LifePlan™

Is it time to experience a personal leadership SUMMIT and come away with a LifePlan™?

Living with a clear and compelling life vision and mission is critical to personal fulfillment. Take a moment and respond to the following statements. Keep track of how many statements you answer to with a ‘yes.’

YES/NO – I am in transition and I know what I should do next.
YES/NO – When I think about my future I feel hopeful.
YES/NO – I am living out my core values.
YES/NO – I have a clear vision for my future.
YES/NO – I have much to look forward to
YES/NO – I’m clear on my life mission and living it.
YES/NO – I have a plan to live out my purpose and mission.
YES/NO – My pace of life is controlled and sustainable.
YES/NO – My life has balance to it.
YES/NO – I am daily making my life contribution.
YES/NO – I enjoy my job and feel challenged by it.
YES/NO – I live with fewer have to’s than want to’s.
YES/NO – I feel like I am making a difference.
YES/NO – I am generally happy with my life.
YES/NO – I understand my ‘inner wiring’ and work from that place.
YES/NO – I understand that there is far more to life than work.
YES/NO – My life does not feel routine and predictable.

If you circled fewer than ten ‘YESes’, it may be time for a LifePlan™.

Why Pursue A LifePlan™

Most leaders reach moments of perilous transition. Some plateau in their development, or achieve rarified levels of success only to wonder if the cost has been worth it. Others encounter a crossroad wondering if they have ever really lived their own life. The LifePlanning process helps you reclaim the life you were meant to live.

LifePlanning is a proven transformational process experienced by hundreds of executives, managers, professionals and ministers who long for a sense of clarity and purpose for the remainder of their lives. A LifePlan™ is a carefully facilitated experiential exploration of your life that aligns your future options with your innate giftedness. This process was created by nationally renowned business consultant and strategist, Tom Paterson, and includes Tom’s famous Comprehensive LifePlan Diagnostic.

Outcomes

As a LifePlan™ participant, you will walk away with:

- Purpose, Clarity, Focus, Answers and Hope
- A ‘total life’ strategy consistent with your values
- Clarity concerning your vocational alignment
- A five-year plan that defines success in five crucial life domains:
  personal, vocation, family, spiritual and community
- Practical steps to measure progress in living the life you were meant to live.
- Six months of ongoing life-coaching to assist you in the implementation of your LifePlan

TOM PATERSON was an internationally distinguished business strategist, process management consultant, author, inventor, teacher, and mentor. For over 30 years, he helped Fortune 500 companies develop strategic business plans. Tom was also a close associate to Peter Drucker and partnered with him throughout the years assisting marketplace leaders.
Personal Leadership Coaching

Experience a Personal Leadership SUMMIT and create a LifePlan™

A LifePlan™ helps you refocus your life and set direction for your future. A LifePlan™ is a custom-tailored blueprint that defines your “total-life” strategy and ultimately results in a passionate reconnection with your life purpose. It is a charted pathway, inspired from the pages of your life and careful process work, leading you to your focused LifeMission.

Process Options: Personal or Couples LifePlan™ — Personal Leadership SUMMIT

A Personal LifePlan™ is a six month process beginning with a day-and-a-half one-on-one personal leadership SUMMIT with Dan Webster. It is here you determine a personal strategy and reconnect with your life purpose. A Personal LifePlan™ brings the full attention of your facilitator on your life and future. Over the coming six months, following the initial session, you will engage in an application process to ensure you move forward on your personal plan. This application process provides guided application exercises and monthly access to your facilitator as a Life-Coach.

A Couples LifePlan™ is a professionally facilitated three-day experience. A Couples LifePlan™ provides the same individual LifePlanning process for both husband and wife. An inviting safe environment is created where a couple can assess each other’s future plans ensuring that the dreams and goals of each partner complement one another. This option also provides application exercises and monthly access to your facilitator as a LifeCoach for the six months following the Couples LifePlan™.

During the first day of your Personal Leadership SUMMIT you and your facilitator carefully assess both your past and present experiences, while taking stock of your gifts, passions and future dreams. This whole life audit sets the stage for the second day where you develop a comprehensive 5-year LifePlan™ which embodies the life you are meant to live.

Cost

A LifePlan™ is a comprehensive, whole-life audit designed for courageous men and women who are committed to personal renewal. Participants devote two days to the initial LifePlan™ experience and commit to a six-month follow-up coaching process that ensures success in putting the plan into action.

- The Personal LifePlan™ fee is based on a sliding scale depending upon your life circumstances and vocation (people in public service and ministry pay less). The cost is between $2500-5000 (plus travel and living expenses).

- The Couples LifePlan™ fee is based on a sliding scale depending upon your life circumstances and vocation (people in public service and ministry pay less). The cost is between $3500-7000 (plus travel and living expenses).
Endorsements from those who have experienced a LifePlan

I was greatly helped by the work of Dan Webster and Authentic Leadership, Inc. Dan’s capacity to listen and discern has brought clarity and direction that continues to impact all aspects of my life (personal, spiritual, relational, and vocational). His encouragement and wisdom helped to eliminate the mental fog in order to see my life’s purpose more clearly. I am confident that the return you will see from your investment in Authentic Leadership, Inc. will far exceed what you could possibly imagine. You, and all those you touch, will be bettered by your investment!

Dr. Jim Calvin - Elementary School Principal / Public Educational Administrator

I was sinking in the whirlpool of ministry. The Authentic Leadership Seminar showed me the way out of trouble and the LifePlan™ gave me the stairs to get to where I needed to go. Thank you...

Don Varnadore - Senior Pastor

I retained Dan’s services at a particularly tricky time in my professional life. I was having trouble knowing what the future should hold and Dan took me through his process and it changed my life. He brought clarity, focus and action steps where their was confusion, disorientation and inaction. Dan is a the best at what he does. I can’t recommend Dan highly enough.

Mark Riddle - Director of People Operations at Tenstreet

The LifePlan changed my life. I would have said “saved”, but that would sound over-the-top. When I was in a very difficult season of my life, I had the great privilege of spending a day-and-a-half of one-on-one time with Dan. My time with Dan left me refreshed, re-energized, and re-focused on pursuing my best life. I would HIGHLY recommend Dan for professional coaching of any kind . . .

Ben McClary

After years of being in the business world as a public speaking and an executive in sales, I felt as though I needed direction for how to go into the second part of my life. So at 50 years old, I sought after a life coach who could help me find a clear vision. … Dan not only help me to find and define a vision for my life, but he gave me the tools I needed to reach my goals within that vision. … I highly recommend Dan Webster’s Life coaching program. He truly has a gift for helping business people find purpose and direction for their goals in life. If you’re ready to make a change, and you’re serious about it, I would recommend you call Dan. It’s been one of the best decisions I’ve made in my life.

Juan Ortiz - Executive VP of National Sales - BluePay Processing Solutions

Dan was recommended to me at a point of great transition in my life. His commitment to be a champion of my greatness and the greatness of others is soul-lifting and life-giving. His discernment as to the true needs of a leader are so developed that when I come seeking wisdom and direction from Dan, he always coaches me with what I need – not what I ask for. We want answers to the ‘what’ and the ‘doing’ of our lives- but Dan challenges us to the questions of the ‘why’ and the ‘being’ that are found in our heart - the source of our authentic self.

Linda Lindquist-Bishop - World Champion Sailor, Founder of both Courageous Thinking, Inc. and Rising Tide Leadership Institute

Nothing has influenced the trajectory of my last 15 years quite like walking through Dan Webster’s Life Planning process. Dan created a space where I could hear (and respond) to the peculiar call of God on my life, a call hidden beneath exhaustion, burnout and a deep longing I was, curiously, too embarrassed to actually name.

Mark DeVries - President, Ministry Architects

Just when my career seemed to be taking off, I had the opportunity to pause and hook up with Dan Webster for a life coaching program. My time with Dan ended up being nothing short of God’s intervention. Not only did Dan to speak into my life at that moment but for a very long time to follow. Today, I find myself three career stages removed from those days and still have Dan’s Life-Plan always within reach. It is a continual reminder of how God has made me and is calling me to fulfill my small part of the Kingdom’s work. Dan’s friendship and talents are a gift that keeps giving.

Nate Young - Senior VP, Design & Innovation for Newell Brands
Thomas G. Paterson, Founder

Tom — his process, work, innovation, leadership development, team building and transformational strategic work — have impacted this country (and the world) at a level that few individuals in history have accomplished. He has walked along side of some of the greatest business leaders in the last 60 years, sparked the invention of almost countless products, systems and services that are the fabric of our society today and has transformed thousands of lives, being the catalyst to help them unleash and reach their maximum contribution.

Tom spent nearly thirty-five years joined at the hip with Peter Drucker. Those who knew the tandem called Drucker the “Business Theorist” and Tom the “Process Practician.” Peter Drucker, widely known as the ‘father of modern business management’ left his legacy in the sphere he designed of ‘Managing by Objectives’ (MBO). Tom spent years putting process around Peter’s theories and also had the opportunity to push back on the core issues of MBO which did not deliver consistent success for organizations. Through this Tom birthed his organizational theory of ‘Managing the Whole’ The Paterson Process leads to greater organizational effectiveness as the parts - (departments) - develop their individual departmental plans- as part of an overall strategic design to contribute to the whole, to help optimize ‘system performance’. This maximizes resources, defines roles and structure, and takes out waste.

The core of Tom and his work is his strategic process/thinking. He broke the mold on the expensive long drawn out consultant-driven strategic process and developed an initial strategic planning process which can be facilitated in three days. The output of this process is a strong plan created by the key constituents in the organization (owned by them because they created it - not him), transformational team building, the development of goals and initiatives outlined with deadlines, measurements and matrix.

Thousands of companies have been through this process over the past 5 decades. He has walked in depth with companies such as GM, IBM, RCA, McDonnell Douglas, Ingersall Rand, Disney, Estee Lauder and hundreds more - working one-on-one with their CEO’s and leadership teams to effect extraordinary change, breakthroughs and success. He has worked under four presidents including being sent to China and Japan to help open relationships, develop foundational strategy for their business cultures and being commissioned to run studies here in the US to assess innovation and organizational optimization.

30 years ago many of the CEO’s and Executives with whom Tom engaged in his strategic consulting work - started asking Tom to help them work through similar questions of perspective, priorities and purpose in their own lives. Through these coaching sessions Tom developed the LifePlan™ Process. Tom has worked with thousands of marketplace and church leaders to help them clarify and discern where their true significance lies and to chart a course for the future.
Leadership of the HEART
…the heart and habits of authentic leaders

Leadership is an intimate expression of who we are – it is our being in action. Because of this, developing competence and deepening character are the two life-long works of leadership. Best leaders understand the necessary priority of leading their own lives well before they exercise authority over others. Leadership does not begin with vision, strategy or calling – it begins with leading our heart and doing it well. It is about becoming a person who is worth being taken seriously. The LEADERSHIP OF THE HEART seminar is a focused experience that helps leaders grow in their ability to live authentic lives of great impact.

Content includes:

Session 1 - WHERE LEADERSHIP BEGINS…the two life-long works of leadership

- The first challenge of leadership is to be a person that others can take seriously. This session addresses the importance of leading your heart and life before you lead others. Effective leadership always begins with rediscovering the lost art of self-leadership. The session defines both the skills and character needed for healthy leadership.

Session 2 - LEADING FROM QUIET …living a transformed life

- There are necessary ongoing transformations that must take place in the heart of a leader if he or she is to be effective. Leaders understand they must learn to protect the asset. They are the asset. Without integrating regenerative disciplines, leaders end up empty and divisive. This session addresses the power of leading from quiet and the necessary inner transformations that unleash leadership impact.

Session 3 - INTERCEPTING WHAT SINKS AND SIDETRACKS LEADERS…why leaders don’t finish

- It’s easy to start, but difficult to finish. This session addresses the three most prevalent pitfalls that sink and sidetrack leaders.

Session 4 - BEING LED BEFORE LEADING OTHERS…the power of a grace-led life

- How does a leader re-authenticate his or her leadership and what is the role that grace plays in the adventure of leading? Discover the answer to each of these important questions in this session.

“I’m a raving fan of Dan Webster and the work he’s doing with Authentic Leadership. He’s helping leaders be authentic and congruent with what they say they stand for. His message is something that everyone should have, learn and do.” Ken Blanchard, Author and CSO, Blanchard Training

“Leadership and life impact begins with leading your own heart. Dan Webster is about helping people do just that. I’ve known Dan for over 25 years. His life and leadership have marked me in significant ways. He is the real thing. Get around him for any amount of time and your faith will deepen and your heart will grow.” Bill Hybels, Senior Pastor, Willow Creek Comm Church

“Once in a generation a few exceptional leaders rise up with vision, focus, incredible communication skills, wisdom and the ability to bring wise counsel to others. Add a servant’s heart and integrity, and you have Dan Webster. I respect Dan’s leadership and wisdom as a leader in America.” Jim Burns, President, HomeWord
Teams are critical to the success of every organization. If that's true, why do some teams flourish while others flounder? The reality is, teams can improve if they will practice. If your team finds itself stuck, or needing to go to the next level, it is time for you to learn and implement the secret of the world’s best teams.

Building a High Performance Team workshop teaches the 10 best practices of high performance teams and is designed to help you implement them into the culture of your organization.

This training is facilitated by Dan’s associate, Randy Gravitt. He is the C.E.O. (Chief Encouragement Officer) of InteGREAT, investing his time in helping leaders reach their full potential. Randy is a world class trainer who has trained Chick-Fil-A operators, professional sports teams and numerous companies in the High Performance Team strategy. For more on Randy: www.inteGREATleadership.com.
LEADERSHIP DEVELOPMENT FOR YOUR STAFF AND VOLUNTEERS

Building a High Performance Organization
Elevating your leadership game

Have you ever stopped to think about what elevates an organization from good to great? It doesn’t happen by accident. High performance organizations are led by men and women who recognize, “What got us here won’t get us there.” As a result, these leaders are forced to lead in a different way. If you are a leader, chances are you find yourself struggling with capacity, trying to survive the increasing demands of demanding customers and improved competition. You have a choice. You can cling on to the way you have always done things, or you can build a culture of high performance.

The Chess not Checkers workshop teaches leaders the 4 moves every high performance organization makes to separate themselves from the competition, and provides 12 best practices to help with implementation. If you are ready to take your organization to the next level, it is time for you to learn to play a different game. It’s your MOVE!

This training is facilitated by Dan’s associate, Randy Gravitt. He is the C.E.O. (Chief Encouragement Officer) of InteGREAT, investing his time in helping leaders reach their full potential. Randy is a world class trainer who has trained Chick-Fil-A operators, professional sports teams and numerous companies in Building A High Performance Organization strategy. For more on Randy: www.inteGREATleadership.com.
What happens when a leader or a work team lives month after month in the fast lane?

The demands of work and the pace of modern culture ambush them...and that’s trouble.

It’s trouble because . . .

relationships get fragmented -
perspective is lost -
sense of team disappears -
life is skimmed - and
the your most important values becomes distant.

**PAUSE** is a brief break taken before doing something important.

The ‘something important’ is your life...lived today, tomorrow and this next year. The ‘something important’ is the work you need to accomplish personally, and as a team. **PAUSE** will help you as a leader (along with your team) slow down and listen. Listen to ‘what’ you might ask? Listen to your life, to each other, to the winds of change, and to the voice of what matters most. How wise would it be for you to take a brief intermission personally, and as a team, to be sure the leadership engine is running smoothly?

During your **PAUSE**, you and your team will...

- sort out the critical lessons and messages of the past year
- discern what you did last year that made the greatest difference, and
- set an inspired direction for the coming year

How about it? Would a day or two like that make your life better...more focused? Would it make your team more productive? Every day leader’s lives needlessly break down because they refuse to slow down. In the **PAUSE** experience you and your team will be led through a process that will enable to you gain perspective on your life and walk out with fresh direction for the next year.

The **PAUSE** experience includes...

- a guided study from the life of one of the great kings of history teaching us how to **PAUSE**
- a creative assessment that gets to the core learnings and messages of last year
- times of quiet reflection allowing you to listen to your life and to what’s most important
- personal projects that target best contribution and character growth
- opportunities to both share your story and hear the stories of other leaders
- personal leadership development planning for the coming year

What is it worth to be sure you are on target and living the life you are meant to live? A well timed **PAUSE** can change the future for you and your team.

This **PAUSE** experience is facilitated by Dan Webster. Dan is life-long student, practitioner, and pioneer in the area of leadership and life development. He has worked with numerous senior leaders across multiple sectors in the for-profit, non-profit, para-church, educational and church worlds. In this morning workshop he shares the truth of leader development from his over forty years of leading, mentoring, and developing leaders. Contact Dan at dan@danwebster.com or 616-335-8500.