

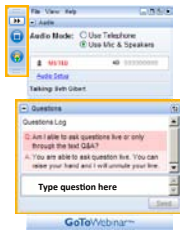
**CITRIX** | online

## Virtual Leadership Development

Audio Options  
1) Listen using your computer speakers *or*  
2) Dial in on the phone:

Toll Free: 1-877-568-4108  
Access Code: 534-308-936

# Q & A



The screenshot shows a GoToMeeting window with a 'Questions' panel on the right. The panel includes a 'Questions Log' and a 'Type question here' input field. The audio options section shows 'Audio Mode' with 'Use Telephone' selected and 'Use Mic & Speakers' unselected.

**Use Questions ->**

In one or a few words,  
what is the biggest challenge  
in leadership?

## Follow on **twitter**



The conversation: #VLead

Follow Citrix: @gotomeeting


Follow Roger: @1080Group

Follow Mike: @MikeHenrySr

## Meet Your Presenters



Roger Courville  
Principal, 1080 Group, LLC  
Author, *The Virtual Presenter's Handbook*  
roger@1080group.com

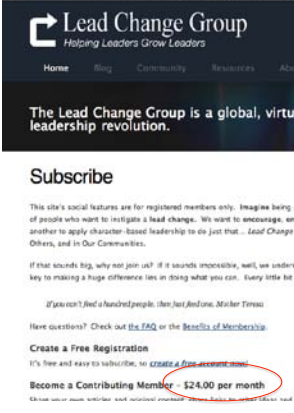


Mike Henry  
Founder, Lead Change Group  
mike@leadchange.com

# Be in attendance to win



# Be in attendance to win



## Virtual Leadership Development: Mastering the Seven Impact Points

Roger Courville, Principal, 1080 Group  
Mike Henry, Founder, Lead Change Group




## Poll

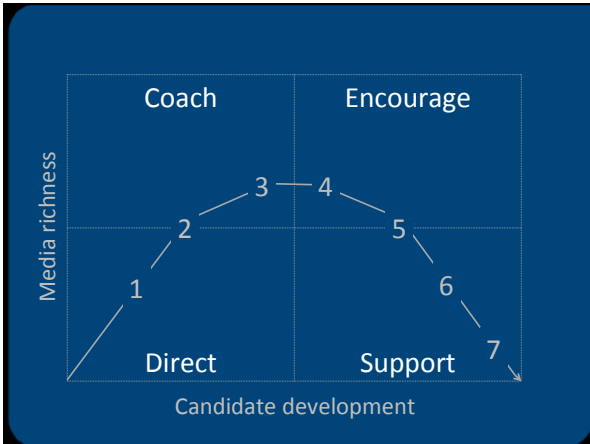
How far away is your most distant team member?

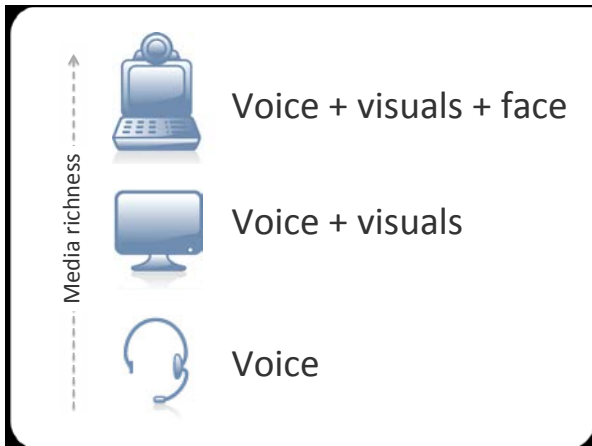
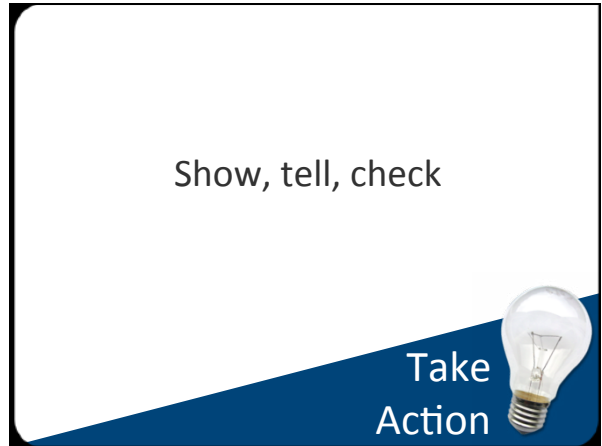





Identify high potential individuals

Engage them in on-the-job leadership development








Delegate too quickly =  
derail the development  
process

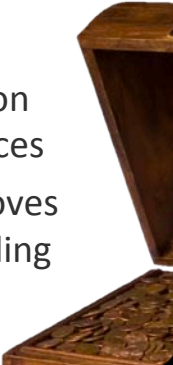
Reduce consequences  
Grow confidence



Coach through early mistakes

Take  
Action






Quick communication  
manages consequences  
Live, rich media improves  
empathy, understanding

Use questions ->

How often have you used web  
conferencing as a leadership  
development tool?



Identify who will “step up”

“


In the end, all leadership development  
is self-development



”


Jim Kouzes and Barry Posner  
Leadership Challenge, 4<sup>th</sup> Edition

Use a working agenda


Take Action 

Demo

Creates a “safe place”  
Avoids unwanted consequences



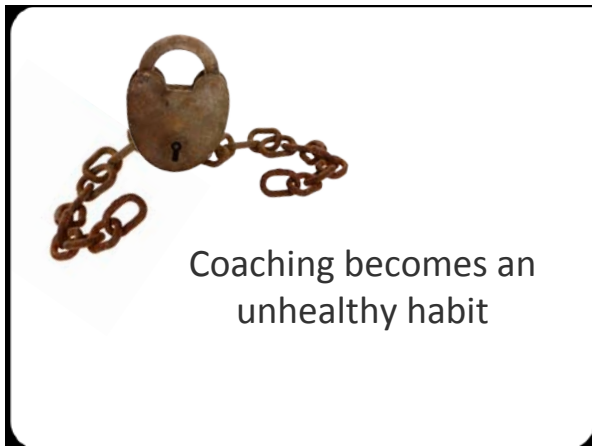
Mike Henry  
[mike@leadchange.com](mailto:mike@leadchange.com)



Roger Courville  
[roger@1080group.com](mailto:roger@1080group.com)







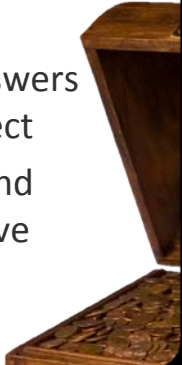
Monitor the process

Take  
Action




A glowing lightbulb icon is positioned in the bottom right corner of the slide, partially overlapping a dark blue triangular graphic element.

Working with their answers  
demonstrates respect  
Candidate energy and  
engagement improve




An open wooden box is visible in the bottom right corner of the slide, showing its interior compartments.



Consequences of error  
begin to increase

A padlock and its chain are shown in the top left corner of the slide.

Candidates grow in  
responsibility  
You maintain oversight



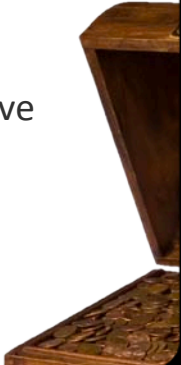
A set of keys is shown in the bottom left corner of the slide.

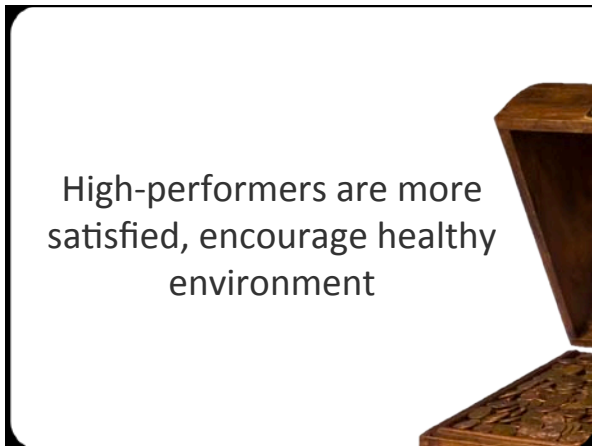
Create “standing meetings”

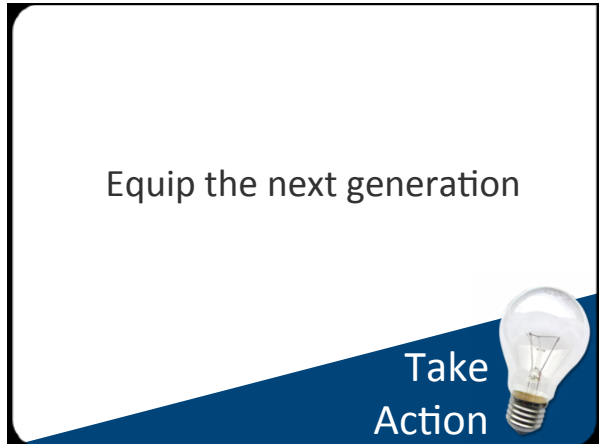
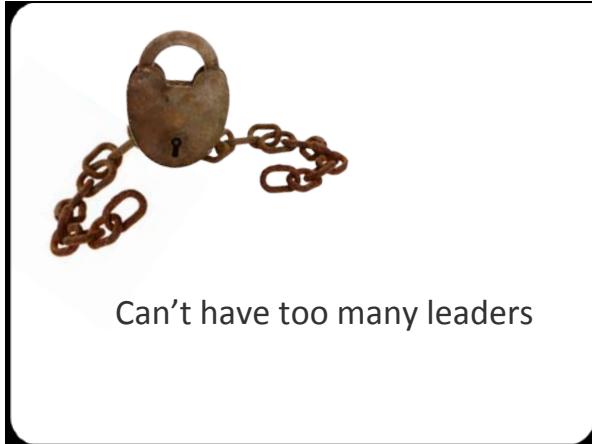
Take  
Action

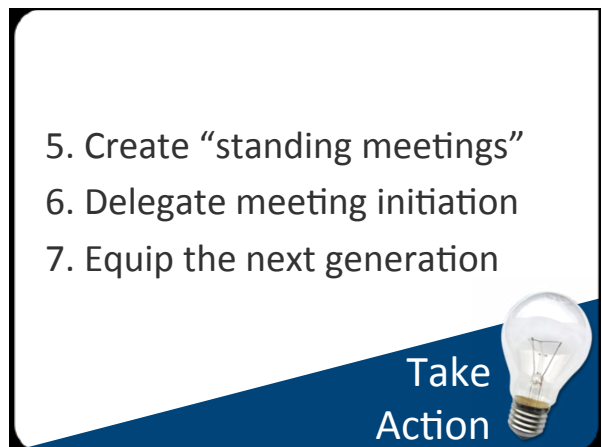
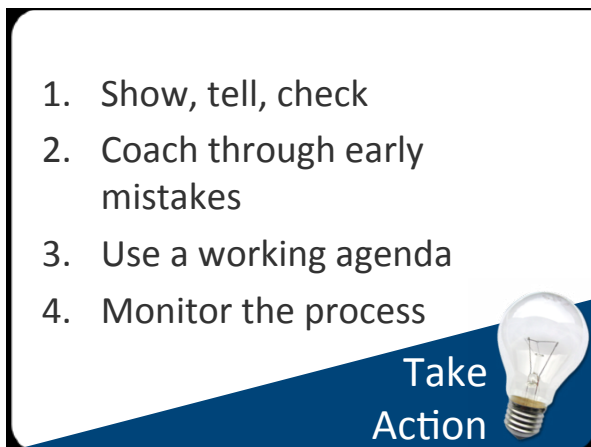
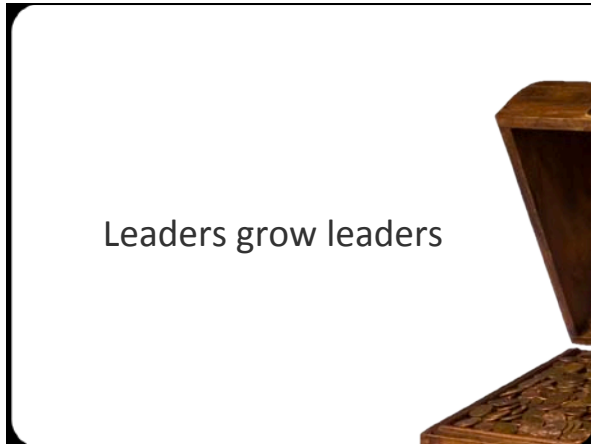


Sanity checks improve  
information flow,  
minimize errors









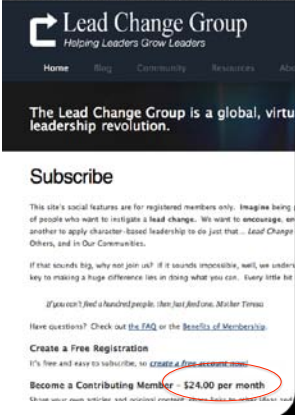


...and the winners are...



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...and the winners are...



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If you're not find a handful people, then just find one. Michel Foucault

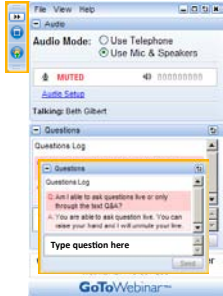
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Mike Henry  
[mike@leadchange.com](mailto:mike@leadchange.com)

Roger Courville  
[roger@1080group.com](mailto:roger@1080group.com)

The image shows a screenshot of the GoTo Webinar interface. The top part displays audio settings, including 'Audio Mode' with options for 'Use Telephone' and 'Use Mic & Speakers'. Below that, it shows 'MUTED' status and 'Audio Setup' options. The 'Talking' section indicates 'Beth Gilbert' is speaking. The 'Questions' section is expanded to show a 'Questions Log' with a text input field labeled 'Type question here' and a 'Send' button. The interface is titled 'GoToWebinar' at the bottom.

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