



BLUE-COLLAR LEADERSHIP®

BCL SESSIONS: BUILDING CHARACTER-BASED LEADERS

**Leadership and Workforce Development that Lasts.
And, Works.**

BCL (Building Character-based Leaders) Sessions are short, effective leadership and character development sessions that leverage micro-learning. They are held regularly and frequently, and can be a mix of one or more formats. Formats include: a "book study" (see page 2), group podcast listening session, or quick review of a "Tool-box Tip" from Blue-Collar Leadership Tool-box Tips. BCL Sessions can be used to implement character based leadership development in the organization.

Best-practice recommendations on getting started:

1 Top ten leaders go through Blue-Collar Leadership & Culture®. This could be a BCL Session with a book study (see page 2) covering 3-5 chapters per week or a BCL Session discussion group where participants read on their own and meet weekly to discuss material covered. We recommend this be completed in less than two months. This casts the vision and direction.

2 Each of those leaders will then present a 60 minute overview to their department or division on why culture transformation is important, why the organization wants to do workforce development, and what was learned from the book. We recommend this be done immediately following step 1.

3 Schedule on-site leadership development session with Mack and Ria. As many formal positional leaders as possible need to attend; and any other team members who can. If you can put every team member in the room, do it! Let's generate interest, momentum, and buy-in for the upcoming BCL Session book studies. We recommend this be scheduled as soon as possible following the leadership team presentation from step 2.

4 Each leader will facilitate an in depth book study (see page 2 for instructions) with 4 - 10 people on Blue-Collar Leadership: Leading from the Front Lines. (**Leaders should listen to the Blue-Collar Leadership Podcast Episode 305 on facilitating a book study**) This first book study should be scheduled within a few days of the on-site session for best impact.

5 Continue to cascade new book studies throughout the organization every time one is complete. Recruit the most engaged participants to facilitate their own book study with a new group and ask top leaders to recruit a different group for each new book study.

BLUE COLLAR LEADERSHIP.COM

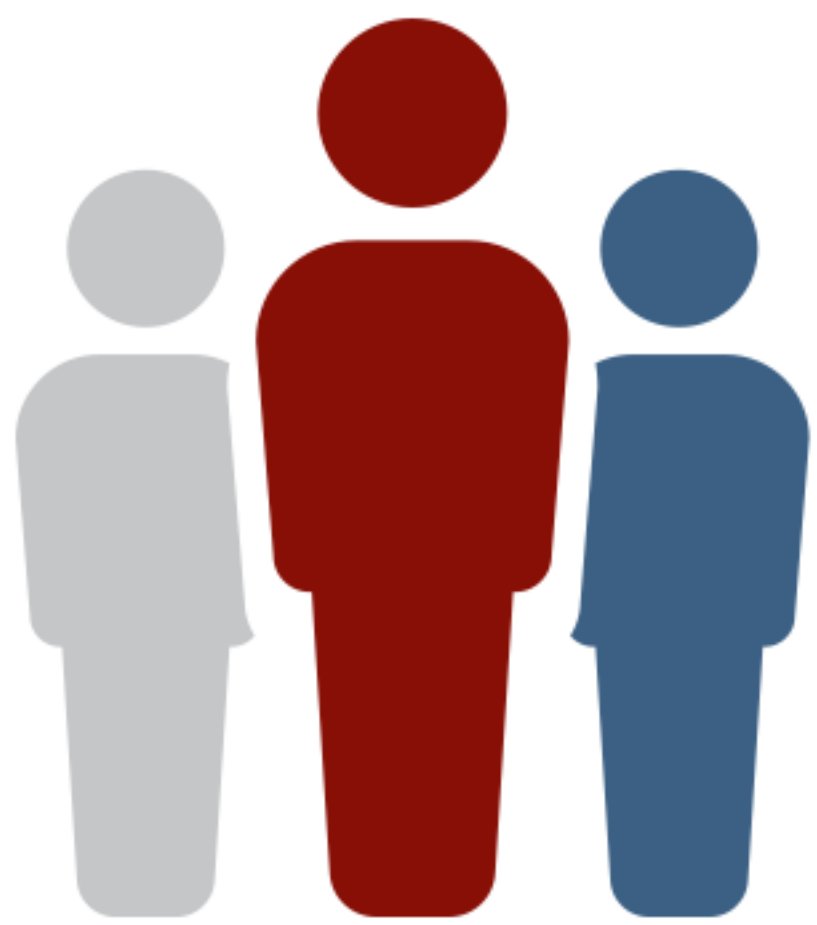
BLUE-COLLAR LEADERSHIP®

BCL SESSION BOOK STUDY

The Most Effective Leadership Development Tool for Creating Great Culture and Building a High Performance Team with Highly Engaged Team Members



Schedule regular and frequent sessions. Short and more frequent is better than occasional. These could be added before safety meetings or shift change huddles, or they could be stand alone sessions. They can be in person or virtual. **Do not cancel or reschedule.** At first session, give everyone a book and a pen or highlighter. Plan to cover 1 - 3 chapters per session.



Facilitator begins by reading one paragraph from chapter. Every other participant is given a chance to read one paragraph in turn until chapter is complete. **Participants may "pass."** (Alternatively, you could play the audio book, available from Audible, iTunes, or Amazon) As participants read, everyone underlines one key point to share.



After chapter is complete, facilitator shares their key point and why it was important to them. This should take about one minute. Facilitator should share from a place of humility, focusing on what they want to improve on, rather than bragging about something done well. Example: *"I liked this quote on listening to understand rather than listening to reply, because just last night I found myself continuing to watch TV while my wife shared with me about her day. I need to do better about truly listening."* Each participant is encouraged to share in turn, taking no more than about one minute to share. **Participants may pass. Either way, facilitator always responds, "Thank you."**



Keys to Success:

It's critical to keep the group on track, on topic, and focused. **Comments, feedback, opinions or advice must not be made in response to any sharing.** Whether a participant shares something deeply personal or nothing at all, the facilitator should keep response positively neutral, so all participants feel like they have an equal voice and are equally celebrated. What is shared in the group should not be spread outside the group or mentioned outside of group sessions. **This preserves the safety of the group and is critical for success.**

Start on time, even if everyone is not present. Do not cancel sessions.