



Values: Gilburg Leadership Institute does work they love. They teach what they know and practice. They believe personal accountability requires that we start with ourselves for the changes we seek in others. They believe that organizational change depends on the leader's ability to make personal change.

Mission: To provide powerful, customized support to organizations who want to develop leaders from within AND to leaders who want to leave behind a legacy of building healthy, effective organizations.

Leadership can be developed in organizations.

Increasingly, public and private sector organizations are awakening to the need to develop a cadre of future leaders. In building leadership, the most compelling challenges for 21st century leaders are to:

- Lead for change: respond quickly to ever-changing environments and create new systems and solutions.
- Lead people: excite and retain the workforce, and promote partnerships across organizational lines.
- Lead for results: dare to take responsibility for outcomes that are out of their direct control.
- Lead for tomorrow: leave a leadership legacy by identifying, training and mentoring future leaders.

Leadership can be learned.

Creating effective organizational change depends on leaders who model the changes they ask of others. Leaders will find the inner resources to persevere by rigorously aligning their behaviors with their intentions. This work requires leaders to explore their own motives and beliefs, to ask for and receive feedback, to act courageously and to transcend individual comfort zones.

Credibility is vital.

People follow leaders who are trustworthy, clear and authentic, and who articulate purposes that matter while striving for goals that are worthy. Gilburg Leadership Institute believes leaders deserve high quality support to articulate and enact worthy goals, and helps them match their behavior to their best intentions.

If you want a different result, you have to do something differently.

Old habits are hard to break for everyone. Gilburg Leadership Institute helps leaders clarify their options for action. Leaders can learn a new perspective that will help them marshal the resolve to make necessary changes. The more you know about yourself, the more options you have with your behavior.

The truth sets you free.

Whenever a truth cannot be spoken in an organization, trust in leadership diminishes. Gilburg Leadership Institute creates a safe place and solid ground rules for giving and receiving feedback and for negotiating real-time agreements and solutions for leaders, teams and their organizations.