



## THE GETTYSBURG LEADERSHIP EXPERIENCE

You have high-potential people wanting to lead with clarity and confidence. We have a proven program to develop those strengths. *And it lives on the Battlefield at Gettysburg.*

**GETTYSBURG**  
LEADERSHIP EXPERIENCE

BY FCC SERVICES

### CORE MODULES

#### **DYNAMIC DISCOVERY**

##### **Gettysburg National Military Park Museum and Visitor Center**

Gain the full perspective to grasp the challenge ahead.

When you explore a situation from every angle, how can it sharpen your edge?

**OPPORTUNITY** This first-day learning excursion provides a physical sense of Gettysburg and the renowned High Ground (Cemetery Ridge). Having this context is vital to understanding the Generals' planning, troop movement and changing dynamics. Participants then visit the Gettysburg Visitors' Center to view the film *New Birth of Freedom*, see the Cyclorama and more. The excursion concludes with a ride through the Battlefield to experience the topography and identify landmarks key to the following days' dialog.

#### **ANTICIPATORY LEADERSHIP**

##### **The High Ground**

Seize your strategic advantage. How can you claim your "high ground?"

**CASE STUDY** General John Buford of the Union Cavalry was the first to see General Robert E. Lee has led the Army of Northern Virginia into Pennsylvania. Recognizing the strategic advantage within reach, he orchestrated a staged sequence of "fight and drop back." At the close of Day One, the Union line was indeed back, suggesting a victory for the South. But Buford's initial strategy allowed the Union Army to set up a defensive line on the other side of Gettysburg—the high ground. Some insist his foresight and execution won the battle of Gettysburg.

## TRANSACTIONAL & TRANSFORMATIONAL LEADERSHIP

### Left Flank

Identify your areas of highest risk. How do you decide when to hold firm in the face of strong opposition?

**CASE STUDY** On Day Two of the battle, Colonel Joshua Lawrence Chamberlain was challenged to hold the left flank of the Union position at Little Round Top at all costs. His actions embodied a modern model of leadership merging transactional (equitable exchange of rewards for behavior expected) and transformational (clarifying vision and purpose motivating others). The combination resulted in his troop's accomplishing the seemingly impossible and the college professor-turned-soldier's being revered decades later.

## CLARITY OF COMMUNICATION

### Lee and His Generals

Utilize common language and direct communication for the purpose of understanding.

**CASE STUDY** When Robert E. Lee led his troops to Gettysburg, he did so with a relatively new leadership team. Stonewall Jackson, his trusted advisor, had been mortally wounded. General J.E.B. Stuart, commander of the Army of Northern Virginia's cavalry, was supposedly off on a raid in enemy territory, leaving Lee blind to the movements of the Union Army. This module deals with the transition of the new generals in their roles, effective communication and issues relating to performance management.

## DUAL ROLE OF LEADER AND FOLLOWER

### The Peach Orchard

Find the power in followership. When you must follow as well as lead, how do you align with both people and purpose?

**CASE STUDY** General Dan Sickles at Gettysburg shows us a type of "followership" which greatly weakened the Union position on Day Two because of his independent action to move his division to another position on the battlefield. The model of "followership" that is used helps participants understand both themselves as followers and how to develop the kinds of followers we need in complex organizations.

## PREDICTABLE SURPRISES

### Lee and Longstreet at the Moment of Decision

Beware the blind spots of success.

**CASE STUDY** One of the most important tasks a leader must master is decision making in the midst of change. Using Day 3 of the battle and the discussions that lead to the fateful Pickett's Charge as the backdrop, this case study focuses participants on the potential pitfalls of success and how to gather information before the moment of decision.

## MANAGING DISAGREEMENT

### Pickett's Charge

Master the strategic art of communication in the face of conflict and disagreement. What communication negotiation skills can enhance your operational outcomes?

**CASE STUDY** Here we examine one of the most important decisions of the Battle of Gettysburg. At the heart is a crucial conversation where the stakes were high, opinions diverse and emotions intense. This module deconstructs what goes wrong in the conversation between General Lee and General Longstreet—strong friends with sharply differing opinions on the potential success of Pickett's Charge.

## ADDITIONAL MODULE OPTIONS

### LEVEL FIVE LEADERSHIP

#### Lincoln at Gettysburg

**Claim your leadership style.** How can claiming your individual style further your vision and action?

**OPPORTUNITY** Here, we view Lincoln and the Gettysburg Address through the lens of James Collins' concept of Level 5 Leadership, which involves a paradoxical combination of personal humility and professional will. Lincoln's discipline and discernment about the purpose of the war—to hold together the Union and provide freedom to all—brought clarity out of chaos, proving the spotlight that would focus the intense energy of the conflict.

### SUSAN EISENHOWER

#### Leadership & Emotional Centering

Can learning to find balance in the midst of intense action make you a better leader?

**OPPORTUNITY** Susan Eisenhower—the granddaughter of President Dwight D. Eisenhower—is a consultant, author and expert on international security, space policy and energy. With the Eisenhower National Historic Site as a backdrop, she offers Gettysburg Leadership Experience participants insight into skill and awareness development that can help them maintain momentum in times of tension.

### LEE'S RETREAT

#### Aftermath and Alternative Leadership

When one path forward is blocked, how do we find another avenue to lead well in new times?

**OPPORTUNITY** This special session has been developed at the request of organizations using the Gettysburg Leadership Experience as a leadership development course and cornerstone. It addresses issues one faces when anticipated action does not deliver the anticipated results and strategies for reframing and redirecting intention, action and purpose for a higher goal.



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### REGISTRATION INFORMATION

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