

## The Leadership Development Program

Using Toastmasters' proven three-part learning process of study, action and feedback, your first step will be to select a project providing you with a leadership role.

This project will be a practical workshop in which to learn leadership skills, put those skills into action and then receive feedback on your performance and progress.

What sort of project might provide a leadership role? Perhaps, you would enjoy taking on a project for your Toastmasters Club or District while serving as an officer or committee chair. Or, if you are an employee or supervisor in a business organization, you could do a leadership project related to the needs of your organization. Other possibilities include projects for your community, church, an association or professional group, or some other organization. Your project, in fact, can be almost anything, so long as it is legal, ethical and socially responsible, and your activities are not represented as being endorsed by Toastmasters International.

### The program requires you to do the following:

- Recruit a Guidance Committee to meet with you at the completion of each of the five phases of this program and provide helpful feedback and suggestions for improvement.
- Study the learning materials in this the HPL manual (Catalog #262) carefully and apply them in your own situation.
- Select a worthwhile project which you intend to complete by working with other people in a leadership capacity, either formal or informal.
- Work with your team to accomplish the goal, or at least make enough progress so you can show the results of your learning process.
- Make a presentation on your project to your club and get helpful feedback from members; then submit results to Toastmasters International to receive the "Leadership Excellence" award certificate and credit toward the Advanced Leader award.

Created by: Jim Eng, DTM, 2013

This hands-on, skill building program requires you to conduct a project of your choice in which you serve as a leader. Reflecting your own goals, the project may be affiliated with your participation at Club, Area, Division, District, business or community level. The **High Performance Leadership** manual walks you through the project's different phases providing study material and activities to complete. As you progress, you will learn about:

- The need for leadership, the six dimensions of leadership, your current leadership skills, and becoming a more effective leader.
- Developing a vision and creating an action plan.
- Helping the team accomplish its mission and dealing with setbacks.
- Analyzing efforts.
- Providing help through each phase is a Guidance Committee - people you select to counsel you and evaluate your work.

### How the HPL fits into the Leadership Track

- Upon successful completion of the High Performance Leadership program, this satisfies one of the requirements towards the Advanced Leader Silver (ALS) award.

Note: This reference guide is not to be used in lieu of the High Performance Leadership manual, Catalog 262. This serves merely as a way of introducing the Toastmaster to the HPL program.

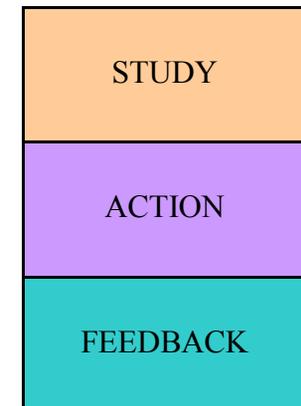
Order your High Performance Leadership manual via the Toastmasters International online store at [www.toastmasters.org/262](http://www.toastmasters.org/262).

Visit Arizona District 3 website at  
[www.aztoastmasters.org](http://www.aztoastmasters.org)

**TOASTMASTERS**  
INTERNATIONAL

# HIGH PERFORMANCE LEADERSHIP

**WHERE LEADERS  
ARE MADE**



The Toastmasters High Performance Leadership Program (HPL) is an action-learning program designed to help you develop your leadership skills.



# How to use the HPL Program

