



HPL- What Is It?

- Leadership development program
- Provides instruction and practice in vital leadership skills and activities
 - Developing a mission and vision
 - Goal-setting and planning
 - Identifying values
 - Building a team



HPL- What Is It?

- Three step process
- Five part project
- Project of your choosing
- Path to DTM
 - Advanced Leader Silver Goal
 - Receive *Leadership Excellence Award* upon completion



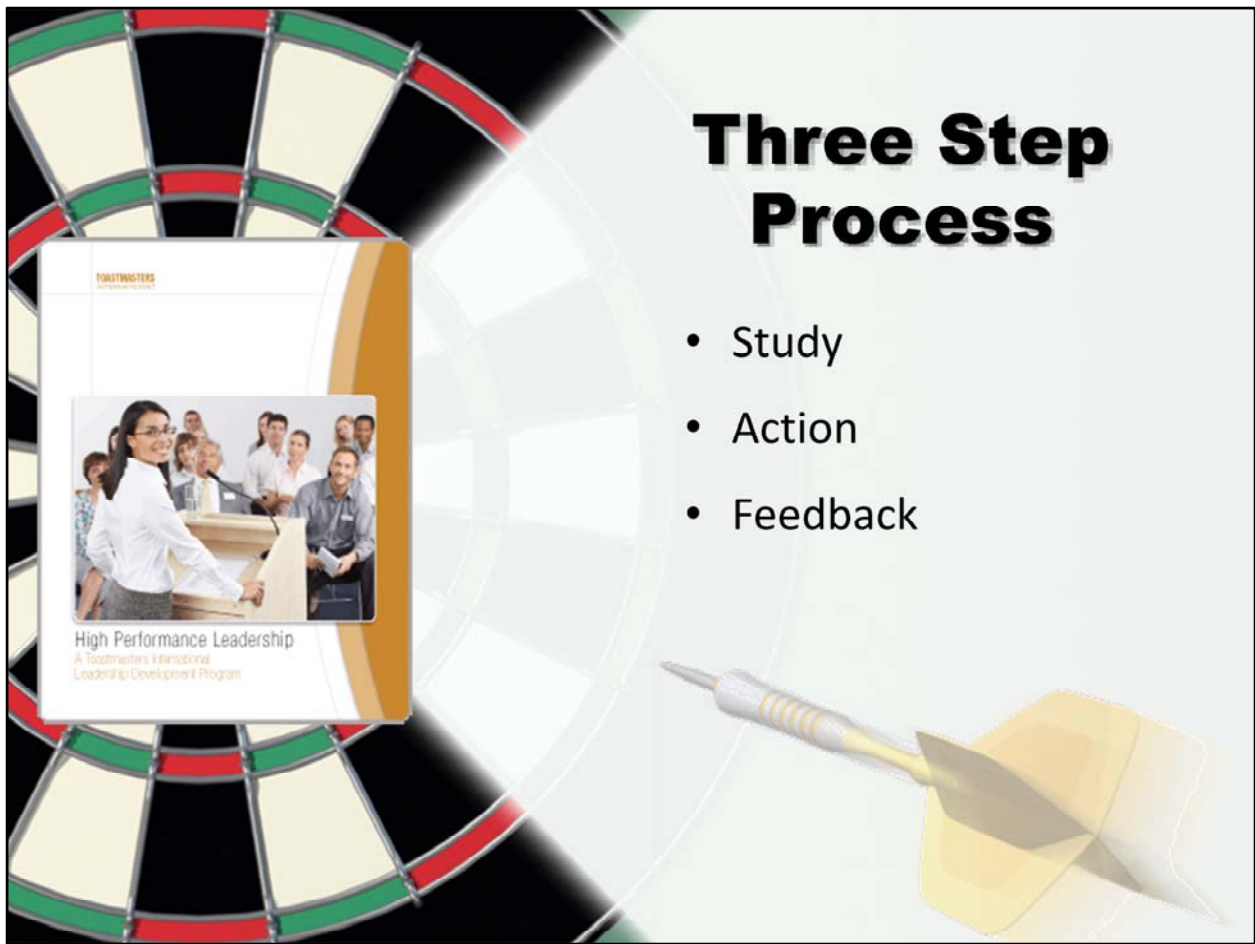
Dimensions of Leadership

- Vision and Values
- Direction
- Persuasion
- Support
- Development
- Appreciation



Three Step Process

- Study
- Action
- Feedback



Guidance Committee

- Selected by member
- Should have some knowledge in project area
- Provide guidance and advice
- Don't all need to be Toastmasters
- Meets with member at least five times during project



Five Part Program

1. Learning About Leadership
2. Choosing Your Objectives
3. Winning Commitment
4. Working the Plan
5. Analyzing and Presenting Your Results



Part 1



Learning About Leadership

- Assess your knowledge of leadership
- Assess your leadership skills
- Develop list of leadership projects to be discussed with guidance committee
- Recruit a guidance committee
- Meet with guidance committee and select project

Part 2

Choosing Your Objectives



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- Describe your vision
- Write your mission statement
- Define your core values
- Plan speech about vision for presentation to your club
- Review your plan and speech with your guidance committee
- Present speech to the club

Part 3

Winning Commitment



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- Recruit your action team
- Reach agreement on vision, mission and core values
- Create an action strategy
- Identify key result areas
- Set goals and deadlines for each and assign responsibility
- Create Action Plan

Part 4

Working the Plan

- Review progress against action plan
- Identify and overcome any problems
- Handle interpersonal conflicts
- Re-evaluate overall plan
- Get feedback from team about your leadership
- Reassess leadership skills



Part 5

Analyzing and Presenting Your Results



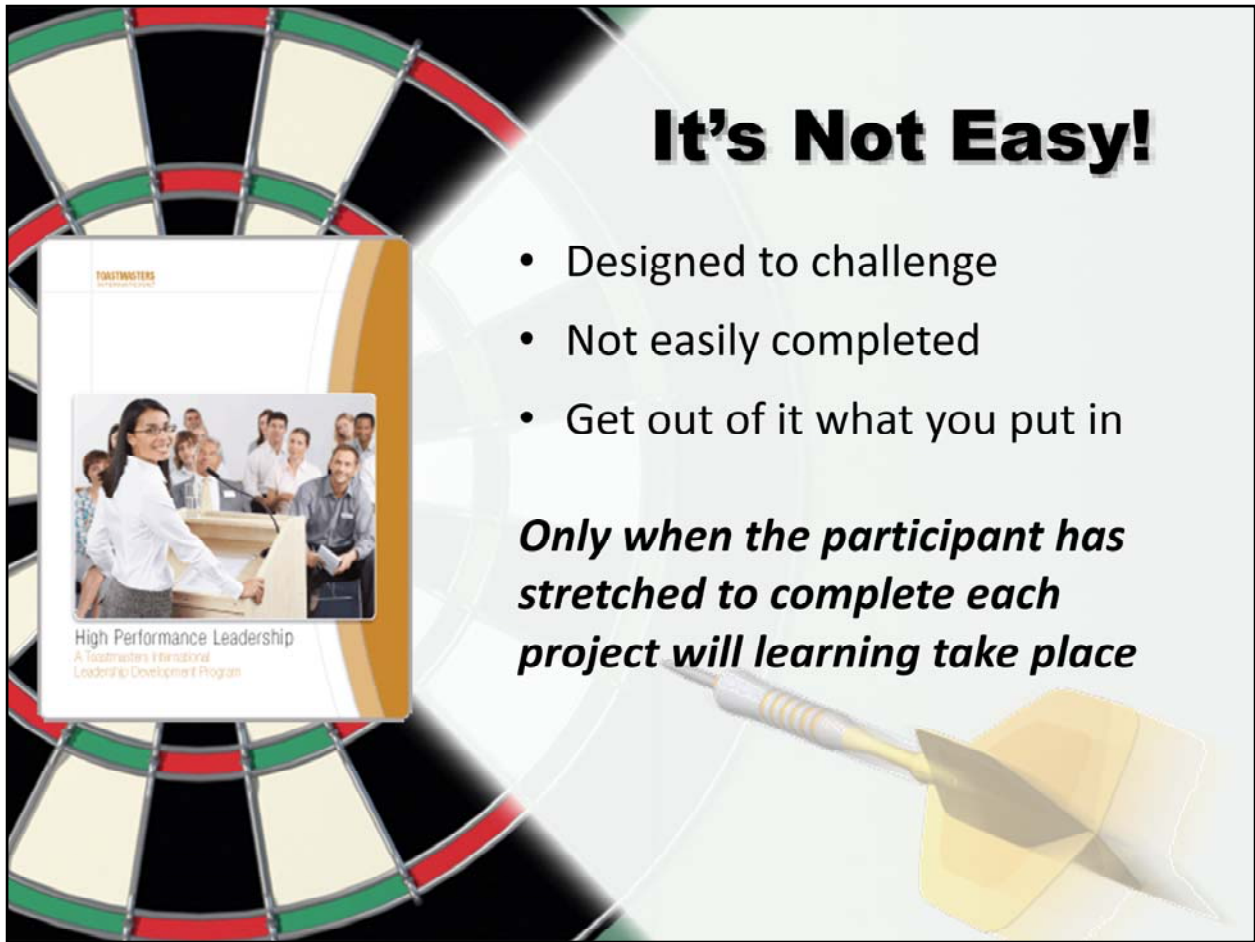
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- Analyze the final results of your project
- Meet with your guidance committee to review
- Present your project results as a 5 - 7 minute speech to your club

It's Not Easy!

- Designed to challenge
- Not easily completed
- Get out of it what you put in

Only when the participant has stretched to complete each project will learning take place



Get Started

- Purchase HPL (#262, \$12.50)
- Review Part 1
- Generate project ideas
- Select your Guidance Committee
- Send a handbook to committee members
- Meet with committee to review Part 1 and the project ideas



Finalize Your Project Goals

- Make a commitment to your specific project
- Write your mission statement and list the core values of your project
- Meet with your committee to review Part 2
- Present your project speech to your club (see CC project #9 as a guideline)



Begin Your Project

- Identify who you will provide leadership for during your project
- Create an action plan to achieve your mission
- Determine roles, goals and timetables for your project
- Meet with your committee to review Part 3
- Enroll into your project those who you will lead



Do Your Project

- Do the action items and help your team members to perform theirs
- Deal with any issues and setbacks that occur
- Complete your goals and your mission
- Meet with your committee to review Part 4



Analyze Your Results

- Analyze the final results of your project
- Meet with your committee to review Part 5
- Present your project results speech to your club
- Apply for the Leadership Excellence Award (LDREXC)



