A Diagnostic Tool for Leaders, Facilitators, Coaches, and Organizational Development Consultants

Certification and Training Information

TheLeadershipWheel.com
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Overview

The Leadership Wheel is an innovative leadership development product which helps individuals identify natural or innate leadership styles. The tool, founded by Rod Napier, Ph.D, Julie Roberts, Ph.D, and Pat Sanaghan, Ed.D, offers a journey into the Native American culture, beliefs, and traditions. For more information on the co-founders and their current accomplishments, please visit the index.

The leadership style inventory assessment serves to heighten the awareness of one’s leadership style with regards to specific behaviors and tendencies which occur during normal time periods and then compares these to stressful time periods. The Leadership Wheel is a tool for human sustainability.

Extensive research and an understanding of Native American culture through practice, exploration, and years of research; the leadership wheel emerges as a great teaching mechanism to help individuals more closely align, respect, and appreciate a specific style. The styles complement the Medicine Wheel which serves at the heart of Native American spirituality. In addition to understanding one’s own style, an opportunity exists to gain knowledge about other styles and identify traits which assist an individual in one’s own quest for effective leadership development. This is a significant tool for those seeking sustainable change through seeing themselves, perhaps, for the very first time. The Leadership Wheel is easy to understand, rich in history and grounded research, and portrays in a simple, yet elegant manner.
The Impact

The Leadership Wheel has been recognized by trainers and organizational consultants as a vital tool steeped in rich tradition. The assessment impacted thousands of people over the years using the tool during workshops, retreats, and coaching sessions on an international basis.

Napier, Roberts, and Sanaghan permit facilitators, leaders, coaches, and consultants access to The Leadership Wheel and provide proceeds to a Native American Foundation. They have borrowed knowledge and want to ensure its protection and proper use in the same honor and reverent style in which it was learned.

Napier states “The tool is invaluable and serves as legacy for The Napier Group. Recent visits to France, Ireland, Russia, and Canada reveal that the tool crosses international boundaries and serves the same purpose for gained insight and human sustainability.”

As people identify with the assessment of their strengths and often overused strengths or opportunities, they are willing to own their profile. Eventually, this allows people to achieve greater value and benefit from the assessment. With a team assessment, each member can identify and gain a greater appreciation for the diversity in the group and achieve another element for the appreciation of team dynamics and gained insight. Individuals achieve a higher benefit when they can better understand balance or imbalance in their life. The instrument places this in practical terms which are easy to relate. It is simple and elegant and easy to comprehend. For many, the assessment serves as a starting point to their own sustainable change in life. They find the assessment easy to understand which initiates change through gained realization of one’s true self.
Rod's Journey – A Personal Note

Native American culture has a certain perception for many people. Some of the challenges were to educate and change a perspective for people so they were open to the findings and learning. This process creates challenges but those that truly want to explore themselves and learn about their leadership skills and impact on groups “own it”. We craft a presentation and tell the story of the journey which is rich in history, research, and character. The story telling aspect captures the attention of hearts and minds. We compare the history of the West with the intruders of the east where material wealth, the ability to control others through power and weapons forced out the so-called primitives with their values of family and community, the land, the nature, and the Great Spirit.

We collaborate with leaders from all types of organizations from CEOs, to teachers, to directors, government officials, even the Catholic Diocese. We incorporate The Leadership Wheel into our practice and it adds value, interest, and appreciation. The success indicators show the impact on leadership, and measurements show improvements including the GMQ (a measurement for showing progress in groups) were attributed to the use of self discovery. The Leadership Wheel provides a fundamental tool for this discovery. People want to know more about themselves. They want to know how they can truly make an impact. When they are ready to listen, this innovation provides the insight in a simple and elegant way. This is about human sustainability. I travel throughout the world and use the Leadership Wheel and it crosses cultural boundaries in many ways. The benefit to people is through the many aspects of understanding one’s self and how to explore the wheel in life’s journey to develop leadership skills that might not be innate and how to leverage their assets to impact their own self and their leadership style in a positive manner.
Be the best for the world, versus in the world.
Subscription and Use of The Leadership Wheel

There are several components to the subscription:

- Annual Subscription and administrative fees
- Sustainability initiative and donation
- Training to administer and interpret The Leadership Wheel scores

1. Annual Subscription Fee
A $995 annual fee covers use of The Leadership Wheel for one year from your start date following training. Once this fee is received, the subscriber has access to the website for self-management. This includes user login and password to a web-based program which allows subscriber to manage distribution of the assessment and receive scores immediately upon completion. This process allows individuals to facilitate the process with ease for individuals, small, or large groups. All scores are submitted directly to the subscriber. Each survey is subject to a $10 administrative fee and is billed monthly.

2. Sustainability Initiative and tax-deductible donation
The Leadership Wheel product originates from research, education, and exploration from the Native American culture. In order to fully express the appreciation for the gift of knowledge, a sustainability initiative (detailed in the index) is required for use of this product. Giving back is one of the core values and beliefs from the developers of The Leadership Wheel. A donation of $25 per survey is required and payable monthly to SouthwestIndian.com under The Napier Fund. If a user exceeds 100 surveys during the course of one month, additional donations per survey over 100 are not required under this agreement but encouraged. Failure to comply with the sustainability initiative will result in forfeit of the annual subscription.

3. Two-day Training Session
Gain the knowledge to appreciate, understand, and facilitate a module/session on the Leadership Wheel in a group or individual setting. Training incorporates interpretation of the data, delivery, practice, and the creation of a classroom Medicine Wheel for facilitators. Once completed, a facilitator is granted certification for use of the product. The user must receive the initial training in order to receive certification and facilitate this module. Inquire for registration fees, training dates, and small group rates. Also, private 1:1 training available.
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Co-Founders

Sustainability Initiative

Certified Facilitation

Co-Founders
Rod Napier, Ph.D.
As an applied psychologist, organizational consultant, agent of change, faculty member at University of Pennsylvania, former fellow at The Wharton School, and tenured professor at Temple University; Napier has authored and co-authored an impressive list of leadership books (Measure What Matters, Groups: Theory and Experience, The Courage to Act, High Impact Activities and Tools for Strategic, Intentional Design and the Process for Change, and soon-Seduction of the Leader. Rod introduced the first prototype of the 360 degree feedback assessment which serves as a centerpiece to leadership development, as well as, the Group Management Questionnaire (GMQ) which serves as a benchmark for team functionality. Napier experiences and treasures the rich traditions from his time living and learning about the indigenous peoples. The Leadership Wheel serves as one of his legacies. Rod’s trademark is his creation of intense experiential learning workshops including a 10-day immersion program on the island of Temagami in Canada and a 5-day group leadership experience.

For additional information, visit RodNapier.com and TheNapierGroup.com

Julie Roberts, Ph.D.
Julie was educated in organizational development, group process, leadership and team development. She worked for 20 years as an organizational consultant in business and she has taught graduate leadership courses for fifteen years. She specializes in personal and professional change so individuals and leaders overcome obstacles to reaching their full potential. She accomplishes this through a new process which she has developed called CLEAR and her intensive group leadership workshops. CLEAR is energy psychology using acupressure, EMDR and muscle testing, and uses BodyTalk, Family Constellation work, and coaching. She teaches CLEAR and has written a how-to book which describes CLEAR (Change Works with CLEAR, Clearing Limits Energetically with Acupressure Release), and is certified as an Energy Psychology practitioner by the Association for Comprehensive Energy Psychology (ACEP). Women for Women International uses CLEAR with its participants to help them deal with the trauma of war. Julie has taught in Nigeria and Russia.

For additional information, visit Changeworksinc.com, GroupLeadershipIntensive.com

Pat Sanaghan, Ed.D.
As an organizational and group development consultant for over 30 years, Pat focuses on strategic planning, executive coaching, high performing team development and leadership transitions. Earning his credentials from Temple University, Pat has co-authored a number of books and articles including High Impact Tools & Activities for Strategic Change, Intentional Design and the Process of Change, The Highly Effective Meeting Profile, The Change Management Readiness Survey, and Presidential Transitions. As organizational consultant, Pat has worked with more than 40 colleges and university campuses, as well as, private organizations through change and leadership development.

For additional information, visit TheSanaghanGroup.com
The founders receive recognition for their accomplishments and goals throughout the world and touch on the lives of thousands of people. In collaboration with The Napier Group and Workshop AZ, a step is taken to broaden the reach of The Leadership Wheel to the hearts and minds of organizations. Our hope is to establish a new language and positively impact cultures in a meaningful and purposeful way to continue their quest to benefit the world. There is an abundance of literature which emphasizes and embraces the Native American culture and aspects of the Medicine Wheel. This authentic product was the first of its kind and stands out as one of the most critical tools available for leaders today.

Go Forward With Courage

When you are in doubt, be still, and wait;
when doubt no longer exists for you, then go forward with courage.

So long as mists envelop you, be still;
be still until the sunlight pours through and dispels the mists -- as it surely will.

Then act with courage.

Ponca Chief White Eagle (1800’s to 1914)
Sustainability Initiative

Giving back is integral to our journey in life. As part of the on-going licensing of the product, The Leadership Wheel requires a tax-deductible donation for the use of the surveys to the Southwest Indian Foundation.

Southwest Indian Foundation’s Mission

Our primary goal at the Southwest Indian Foundation is to lessen the poverty and unemployment among the Native Americans of the Southwest, specifically members of the Navajo, Zuni, Hopi, Laguna, Acoma, and Apache tribes. Through self-help initiatives and charitable donations, we are attempting to restore dignity and self-reliance to these native peoples. In addition, we strive to treat you -- our donors and catalog customers -- with the utmost respect, never taking for granted your kind and generous financial assistance towards our many critical programs. Though we are located in a remote region and our catalog primarily features handmade goods created by individuals working out of their homes, we attempt to provide the most timely and accurate service possible. But on those occasions when we fail to live up to this standard, we do everything in our power to remedy the situation.

The Southwest Indian Foundation is located in Gallup, New Mexico. In addition to the Navajo, Hopi, and Zuni tribes shown above, the Southwest Indian Foundation also serves the Laguna, Acoma, White Mountain Apache, and Jicarilla Apache Tribes of the Southwest. Link: Southwestindian.com -on donation page, locate Napier Fund for donation distribution. *If an alternate organization/foundation is preferred, please check with the office.
Training Facilitator

NANCY J. WHITE – A Leader in Organizational Development

Nancy is known for her practical experience in leading groups and working with various proven tools and processes. She improves communication, efficiency, and productivity for team development and individual performance through proven theories and concepts balanced with these real-life experiences. An appreciative lens allows leaders to identify strengths “when organizations are at their best”….and shift organizations to move in the direction of what they study. Her experience and success with diverse organizations in competitive markets prepares her for economic and organization challenges of the future. White is the master facilitator and coach for transformation and positive change.

She earned a Master of Science in Positive Organization Development and Change, Certificate in Developing Leadership through Emotional Intelligence for coaching and sustainable change, and an Appreciative Inquiry Certificate in Positive Business and Society Change to accelerate organizational change from Weatherhead School of Management at Case Western Reserve University in Cleveland.

She is honored to partake in training facilitation of The Leadership Wheel under Rod Napier’s tutorage. “The Leadership Wheel is one of Rod and Julie’s many legacies and I am grateful to have the opportunity to share this with the world. It is simple, elegant, and insightful for all who experience the learning and far superior over other Leadership Style Inventory and Assessments. This tool and process allows a new avenue of opportunity for practitioners who seek to offer authentic applications which offer meaning and purpose.”

Contact: Nancy White at 602.509.0630, nwhite@workshopaz.com On & off-site training available.

In order to participate in the next training session, kindly contact Nancy.