

The Gettysburg Leadership Experience

EXECUTIVE SUMMARY

The Gettysburg Leadership Experience uses the 1863 Battle of Gettysburg as the backdrop for a unique leadership development experience. Focusing on the challenges faced by leaders during a time of crisis and action, we begin with a historical setting discussion and then use a seminar format to consider contemporary business challenges and methods to improve the overall business environment. Throughout *The Gettysburg Leadership Experience*, the historical context of the battle will be used to emphasize the role of the leader to shape the future, to build and sustain teams, to manage process, and to nurture learning. At the conclusion of our battlefield maneuvers, we will discuss application for your business and your employee's individual development.

History as a Metaphor to Examine Contemporary Business Practices

The 1863 Battle at Gettysburg is the metaphor for challenges we face in the contemporary market place; the Gettysburg Leadership Experience is designed to provoke and challenge our contemporary views of leadership.

A “staff ride” (modeled after that used at West Point) -- a long-standing military technique used for coaching military officers – represents the context in which our leadership experience unfolds. This method has been used with advanced military students to encourage their thinking about future leadership challenges and contemporary solutions within the context of significant actions from the past. Later the method was successfully applied to very senior civilian leaders who shaped and directed military capabilities but had little military experience. Success with those audiences led to using the method with senior and mid-level businessmen who were interested in building strong teams and engendering leadership qualities within those teams.

Our facilitator for the Gettysburg Leadership Experience is Colonel (Ret) Cole C. Kingseed, a thirty-year Army veteran and former chief of military history at the U.S. Military Academy at West Point. Holding a doctorate of history from Ohio State University, he is also an active leadership consultant in today's business community.

The Battlefield as a Source to Heighten Our Awareness

Napoleon at Waterloo, Eisenhower in Normandy, Lee at Gettysburg, or any number of other battles and leaders were confronted with similar goals and challenges. In our day and a half Gettysburg Leadership Experience, with history as a vehicle for discussion of contemporary concerns, we will...

- Consider the importance of planning, alongside the overriding importance of improvising within the framework provided by such plans.
- Ask how information is gathered, how decisions are made, and how these decisions are communicated and modified.
- Contemplate human motivation in the face of tremendous obstacles.
- Confront the operation of “chance” or “luck” in human affairs.
- Study and discuss the different leadership types and styles found in trying situations.

Agenda

The Evening Before. We will collect over dinner, the night before the start of the workshop, and consider the challenges and opportunities of one of the most climactic military campaigns of the 19th Century.

Day One (A study of July 1 and 2, 1863). We will start off the day on the western outskirts of Gettysburg where the Confederate troops first encountered the Union troops lead by General Buford. We relive July 1, 1863, when a chance encounter led to the onset of the largest battle ever waged on the North American continent. In the afternoon, we will examine the orchestrated battle of July 2, when we analyze the role of the individual to shape events and the problems of communicating intent and execution.

Day Two (A Study of July 3, 1863). On the morning of the second day, we will walk Pickett’s Charge and visit the National Military Cemetery, where Lincoln delivered his immortal address. At noon, we will return to our hotel and review the relevance of the Battle of Gettysburg and the leadership lessons learned that are applicable to our businesses.

Logistics

Participants are asked to arrive at the hotel by 5:00 pm on the day before the workshop. Participants are asked not to plan to leave the hotel before 1:00 pm on the last day of the workshop.

Cost

Cost is based on the size of the group. Call 724-825-8299 to learn more and to arrange for EHR to prepare a proposal.

