



Gettysburg

Leadership Experience

LESSONS FROM THE PAST TO CHANGE YOUR ORGANIZATION FOR THE PRESENT



Dr. Jim Osterhaus | Dr. Bard E. O'Neill

Gettysburg & Leadership

A combination of best leadership practices coupled with a firsthand understanding of the largest battle ever fought on the American continent.

Gettysburg is arguably the most important battle fought on American soil.

The Civil War is arguably the most pivotal moment in American history.

Abraham Lincoln is arguably the most transformational leader in American history.

At a little hamlet in south central Pennsylvania, these two themes converged as two armies met and proceeded to tear one another apart. In the town cemetery on a hill south of the town of Gettysburg, the meaning of that convergence was put to words echoing through American history to today.

We cannot understand America's code and culture without grasping the centrality of the Civil War, and Abraham Lincoln. We can look at battlefields, and talk of tactics and strategy. We can talk of the intriguing leaders who led thousands of civilian-turned-soldiers into a maelstrom no one now can even imagine (Gettysburg incurred ten times the number of casualties of D-Day). However, the Civil War is much more than this. The Civil War defined who we are as a people.

This leadership experience offers a unique blend of current issues in leadership as they played out in one of the most pivotal moments in American history. Prior to the tour, specific leadership issues facing the team will be discerned, and the experience will be uniquely tailored toward those leadership concerns.

A sampling of leadership issues:

- Aligning subordinates with the mission
- Making resistance your ally
- Understanding the political realities surrounding today's leaders
- The hazards inherent in success
- Taking responsibility when you don't have the authority
- Negotiating crucial conversations and difficult disagreements

Our facilitators will detail critical leadership skills in evidence as this decisive battle unfolded.

Sample Agenda

Day 1

8:00 – 9:00am

Welcome & Program Overview

Historic Gettysburg Hotel Conference Room

9:00am

Day 1 (July 1, 1863):

The Battle Begins by Accident

Leadership Lessons:

- Getting on the Balcony – What is the Lay of the Land?
- The dangers inherent in taking immediate, decisive action
- The hazards of success: winning offers as many hazards are losing

12:00pm

Lunch

1:00pm

Day 2 (July 2, 1863):

The Battle Continues by 'Design'

Leadership Lessons:

- When self-interest trumps organizational interest
- Confirmation bias: retrofitting one's experience onto what appears to be a similar experience
- Taking responsibility for one's mistakes

6:00pm

Dinner

7:30pm

Debrief of the Day, Q/A, Discussion of day's activities

Day 2

8:00 – 9:00am

Lessons in Leadership

Historic Gettysburg Hotel Conference Room

9:00am

Day 3 (July 3, 1863):

The Battle Reaches Climax

Leadership Lessons:

- Aligning leadership
- Communicating effectively
- Negotiating difficult conversation & disagreements

12:00pm

Lunch

1:00pm

Day 4 (November 18, 1863):

Lincoln Comes to the Battlefield

Leadership Lessons:

- Effectively placing the mission and vision before stakeholders
- Level 5 Leadership
- Leadership Triangle

5:00pm

Depart

Pre-Tour Preparation

- TAG creates a customized, boutique approach for each Gettysburg Leadership Experience by interviewing participants to determine most prominent, useful topics to be addressed during agenda.
- Participants are encouraged to visit the Gettysburg Welcome Center and avail themselves of films and museum prior to Day 1 agenda. Participants are also encouraged to watch the movie *Gettysburg*, and/or read the book *Killer Angels* by Michael Shara.
- Workshop agenda will be individualized to your organization's needs, and can be adjusted to accommodate one to three day workshops.

Program Facilitators



Dr. Jim Osterhaus
Senior Partner
TAG Consulting

Dr. Jim Osterhaus has been submerged in the Civil War since his earliest years, growing up around the battlefields and a direct descendent of those who fought it. He has written a novel on the war, *Antietam: A Harvest of Blood*, and takes tours to Gettysburg with an emphasis on the leaders who fought there and the principles employed, both effective and disastrous. He is a senior partner with TAG, and brings a depth of understanding of systems and relational network thinking to his work, developed from years practicing as a highly respected psychologist in Northern Virginia in addition to consulting.

His experience includes a special commission established by the Vice President of the United States to consider the emotional effects of government downsizing, facilitation of the “Organizational Culture” component of the Army Staff Redesign, and workshop development and implementation for clients from the East Coast to the West Coast. He has worked extensively with the FAA, coaching managers and leading workshops and seminars on various aspects of leadership. He has written eleven books, taught at the graduate level on four continents, and been quoted in the New York Times, Los Angeles Times, Seattle Times, and many other leading publications.



Dr. Bard E. O'Neill
Author, Lecturer, Professor

Dr. O'Neill was Distinguished Professor of National Security Strategy at the National War College, the nation's premier institution for professional military education, where he served for 31 years. He has extensive teaching experience in the area of strategic thinking and is the author of several books dealing with the comparative analysis of civil wars including the widely used textbook, *Insurgency and Terrorism*, which has been recognized as a “seminal work” and “modern classic.”

He has lectured extensively to the national security community and the private business sector on the Middle East, insurgency, and terrorism and has been a consultant to the U.S. State Department, Justice Department, Joint Chiefs of Staff, CIA and National Security Agency. He has also appeared as a guest analyst on CBS, CNN, C-Span, the Asian News Network and National Public Radio.

Information

For more information on this event,
please contact:

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TAG operates across a variety of industries—from the federal government and large corporations to small businesses and associations. We provide assistance in leadership development, strategic planning, executive coaching and organizational design.