LEADERSHIP LESSONS
FROM LINCOLN

SAMPLE SCHEDULE
3-day format
(Shown for Gettysburg, Pennsylvania)

DAY #1
10:00 am
Introductions and Expectations
Why study history to find answers to today’s problems? Learn how the stories from
the past provide a rich learning environment. You will not only gain perspective on
your own environment, but you might find a strong role model who can inspire and
set your personal goals high.

10:30 am
Organizational Issues: Then and Now
Review the organizational challenges that Lincoln faced: rapidly-changing
technologies; growing workforce diversity; an organizational structure that lost its
focus; internal competition between units; constant threats of takeover by
competitors; and a too-rapid growth in new products and services. Compare these
issues with the ones challenging your organization today.

12:45 pm
Lunch on your own

2:00 pm
Visitors Center, Gettysburg National Military Park
1195 Baltimore Pike, Gettysburg, PA
Begin your visit to historic Gettysburg with a tour of the new Visitors Center, which
provides an overview of the Civil War as well as the Battle of Gettysburg. Your
ticket provides admission to the museum, the movie theater, as well as the
restored Cyclorama circular painting of Pickett’s Charge. This 1884 painting by French artist
Paul Phillippoteau, is one of the last surviving cycloramas in the U.S.

Evening
Dinner on your own

Reading Assignment
Read “Implementing the Vision” in the resource book in preparation for class
discussion tomorrow.

DAY #2
8:00 am
Leadership Needs for Times of Change
What leadership behaviors are necessary to lead an organization through a period of
change? What values and beliefs brought Lincoln to Washington to guide his country
through a civil war?

8:45 am
Values and Vision: Steering a Path through Organizational Change
Using Lincoln as a model of a focused leader, we’ll examine the tools that can be
used to steer a diverse organization into better focus. We’ll see how Lincoln
translated his vision into action, then apply his model to your organization.
10:00 am  **Communication: The Toughest Challenge**
Selling your corporate goals to the people who must implement them is critical to the organization’s success, but is hard to achieve. The case study examines Lincoln’s success, and some dramatic failures, in selling his message to his generals.

11:15 am  **Building Your Team: Commitment to the Organization**
Look at the best of Lincoln’s team players and evaluate the importance of teamwork to organizational success. Then it’s time to examine your own organization and its team spirit.

12:30 pm  **Lunch on your own**

1:30 pm  **Tour: The Battle of Gettysburg**
Take a tour of the northern-most battlefield of the Civil War. We will study this battle for its leadership lessons from key figures who made a difference in the outcome of the battle. Your host is Gary Kross, licensed battlefield guide and author of the annual Gettysburg edition of *Blue & Gray Magazine*.

Evening  **Optional Dinner Program: Dinner at the Dobbin House**
Step back in time as you enter the Dobbin House Historic Tavern and “underground railroad” site. Learn how the people of Pennsylvania helped runaway slaves move through Northern territory on their way to Canada and freedom.

**Reading Assignment**

**DAY #3**  
7:30 am  **Communications Errors and Victories: Lessons from Gettysburg**
The three-day Battle of Gettysburg offers many insights into leadership—both success stories and fatal errors. Which leaders were able to focus their energies and resources successfully, and which ones did not communicate clearly their objectives? We’ll analyze the tour and draw some leadership lessons.

9:30 am  **Break (and time to check out of your room)**

9:45 am  **Dealing with Difficult Behaviors**
Not every leader has a well-oiled team, and Lincoln’s Cabinet offers a dramatic example of strong personalities at war with one another. This ambitious group constantly challenged the boss, as well as each other, yet Lincoln used their talents effectively. What lessons can we take home from Lincoln’s leadership?

10:30 am  **Reflections with Lincoln**
A chance to learn more about how Lincoln thought and worked, in this visit with a Lincoln historian, who answers your questions about our 16th President.

11:30 am  **Contract for Change**
This is the time to set personal goals and make your commitment to change: (1) improving personal leadership behaviors; (2) communicating your organizational “message”; (3) gaining your staff’s commitment to working on the right goals.

12:30 pm  **Wrap-up**