



PROMISE OF LEADERSHIP™ (POL)

Overview

Promise of Leadership™ is a 5-hour workshop that helps leaders understand their leadership style and how others experience their actions. Each participant receives a Leadership Circle Profile™ (LCP), a 360-degree assessment based on feedback from coworkers, customers, and supervisors. The assessment highlights strengths and helps leaders see patterns or behaviors that may limit their effectiveness.

The workshop provides participants with an understanding of their LCP results. After the workshop, each participant meets with a certified 360 coach for a 90-minute coaching session. During this session, the coach helps the participant review their feedback and develop a practical plan they can begin using right away.

The LCP blends internal mindset with outward leadership behaviors to show how leaders build relationships, communicate, and guide their teams.

Training Details

This workshop is led by certified facilitators for groups of up to 25 participants. It is open to all Oregon state government employees who want to strengthen their leadership skills, regardless of their position.

Enrollment includes:

- 5-hour instructor-led workshop
- A Leadership Circle Profile™ 360 assessment
- A 90-minute one-on-one coaching session

Tuition Cost

\$650 - Includes the workshop and a new Leadership Circle Profile™ (LCP) 360 assessment.

\$600 - Leadership Circle Profile™ (LCP) retake fee for past workshop participants.

If a participant registers for a new LCP report but later confirmed eligible for a retake, the program will refund the difference between the full workshop fee and the retake fee.

Topics Covered

- Overview of the Promise of Leadership™ Workshop
- Understanding unhelpful attitudes and behaviors
- Learning The Leadership Circle Profile™ framework
- Building creative leadership skills
- Facing reactive leadership habits
- Connecting better leadership to better results

Registration

To register and for payment, visit the [DAS - CHRO - ASCENT - Promise of Leadership \(POL\) - Workday](#). You will be prompted to log into Workday first. Once you are logged in, you will be taken directly to the course overview page. This workshop is delivered as an instructor-led classroom course or a virtual instructor-led course virtually. When you enroll, you will need to select the offering that has the delivery type you would like to attend.

Attendance Policy

Participants must complete all required steps to set up the Leadership Circle Profile (LCP) 360 survey. If the necessary documentation is not submitted on time, enrollment will be cancelled and tuition refunded.

If the survey period closes before a participant completes their required actions, the cost of reopening the survey will be the responsibility of the participant's agency.

If the survey period closes and the participant does not attend or make up a workshop session, the tuition payment will be forfeited. If you need to make up a missed workshop, it is recommended that the make-up workshop be completed within 12 months.

Cancellation Policy

Participants may cancel their registration with full refund up to 14 days before the scheduled workshop start date. If you cancel fewer than 14 calendar days before the workshop begins, or if you do not meet the attendance requirements, the full registration fee will still be due.

Participants may request that their payment be transferred to the next available cohort. For questions or clarification about the attendance policy, please contact the ASCENT Leadership Program team.

Questions

If you have any questions about the program, please contact the ASCENT Leadership Program team at ascent.program@das.oregon.gov

2027 Workshop Schedule

Enrollment closes approximately three and a half months before the workshop date to accommodate the pre-work and survey feedback period. Workshops will be cancelled if minimum enrollment requirement has not been met.

Cohort 1

Workshop Location : DAS West Executive 155 Cottage St. NE Salem, OR 97301

Time: 9 a.m. to 3 p.m.

Event	Date
Workshop pre-work	November 2026
Survey period	December 2026 – February 2027
Workshop	2/23/2027
Coaching debrief	Scheduled between 2/23/2027-3/8/2027

Cohort 2

Workshop Location: DAS West Executive 155 Cottage St. NE Salem, OR 97301

Time: 9 a.m. to 3 p.m.

Event	Date
Workshop pre-work	January
Survey period	February – April
Workshop	4/27/2027
Coaching debrief	Scheduled between 4/27/2027-5/10/2027

Cohort 3

Workshop Location: DAS West Executive 155 Cottage St. NE Salem, OR 97301

Time: 9 a.m. to 3 p.m.

Event	Date
Workshop pre-work	March
Survey period	April - June
Workshop	6/22/2027
Coaching debrief	Scheduled between 6/22/2027-7/8/2027

Cohort 4

Workshop Location: DAS West Executive 155 Cottage St. NE Salem, OR 97301

Time: 9 a.m. to 3 p.m.

Event	Date
Workshop pre-work	May
Survey period	June - August
Workshop	8/24/20/27
Coaching debrief	Scheduled between 8/24/ 2027-9/8/2027

Cohort 5

Workshop Location: DAS West Executive 155 Cottage St. NE Salem, OR 97301

Time: 9 a.m. to 3 p.m.

Event	Date
Workshop pre-work	July
Survey period	August - October
Workshop	10/19/2027
Coaching debrief	Scheduled between 10/19/2027-11/1/2027

Cohort 6

Workshop Location: Virtual

Time: 9 a.m. to 3 p.m.

Event	Date
Workshop pre-work	September
Survey period	October - December
Workshop	12/14/2027
Coaching debrief	Scheduled between 12/14/2027-12/22/2027