

The High Performance Leadership (HPL) project is a criterion for the Advanced Leader Silver (ALS) award. It gives the leader an opportunity to learn the basic principles of leadership and have others advising and guiding the leader throughout the life of the selected project.

The highlights of the details for the HPL program include:

Get Started

- Purchase the High Performance Leadership item (catalog number 262)
- Review the material in section 1
- Have some idea of what your specific project will be about
- Select your Guidance Committee (any number of persons, Toastmasters and non-Toastmasters), get them to accept
- Send a booklet (three come with catalog number 262) to your Committee
- Meet with your Committee to review with them section 1 and the project

Finalize Your Project Goals

- Make a commitment to your specific project
- Write your mission statement and list the core values of your project
- Meet with your committee to review with them section 2
- Present your specific project as a 5 - 7 minute speech to your club (*project #9 of the Competent Communication manual can be used as a guideline for this speech*)

Begin Your Project

- Identify the persons whom you will provide leadership for during your project
- Create an action plan to achieve your mission
- Determine roles, goals and timetables for your project
- Meet with your committee to review with them section 3
- Enroll into your project the persons who you will lead

Do Your Project

- Do the action items and help the persons you are leading to perform theirs
- Deal with any issues and setbacks that occur
- Complete your goals and your mission
- Meet with your committee to review with them section 4

Analyze Your Results

- Analyze the final results of your project
- Meet with your committee to review with them section 5
- Present your project results as a 5 - 7 minute speech to your club
- Apply for the High Performance Leadership award

Once the HPL project is completed and all of the necessary paperwork is completed, the appropriate paperwork is sent (ground mail or fax) to Toastmasters International. No electronic filing is yet available for this award.

Here is a list of projects selected by some of the leaders of District 22 to do for their HPL project:

- Complete orchestration of the annual Division A Rally and Picnic
- Brought advanced club Semi-Pro back from the dead
- Conducted a SpeechCraft at his work place
- Charter a club at her work place
- Term as Division Governor
- Membership goals as District 22 Lt. Gov Marketing
- Started a new Lions Club
- Created the 'Explore Your Excellence' program for advanced club Masters
- Wichita workshop on Parliamentary Procedure
- Term as Lt. Governor of Marketing
- Chartered a small group at church
- Started on-going fund raiser for church activities (eg. funeral meals, etc.)
- His year serving as District Governor
- Registration committee chair for a district spring conference
- Planned the wedding of his oldest daughter

Note that the HPL is considered differently as an award from other awards such as CL (Competent Leader) or ALB (Advanced Leader Bronze). The HPL project is only something that is completed towards the ALS. When credit is given for it by Toastmasters International, it appears on the list of "Educational Achievements" as "LDREXC".

How it Works

The High Performance Leadership (HPL) project is designed to give the leader a chance to put into practice the skills needed for leadership. And, it shows to the leader just where s/he lies in the spectrum of leadership skills. The strengths and weaknesses can be determined by participation in an HPL project.

Basically, the HPL can be any project chosen by the leader. The criteria should be that it has some specific measurable goal or outcome that all can see that it has been reached. Also, the project should allow the leader a chance to lead others whom the leader otherwise has no formal authority over. This is the true measure of a leader – having others follow your direction and guidance because they want to and because they believe in what you can accomplish with their help.

The project team could be a volunteer group of people within a school, church, community or company. The task or mission could be such things as raising money for a purchase by the parent organization (e.g. school, church or civic organization) or accomplish a specific task or put on an event.

The leader has a guidance committee that advises throughout the project. The committee can consist of anyone.

For More Information



High Performance Leadership