



EVOLVING INTO ALIGNED LEADERSHIP™

ACHIEVING MEANINGFUL IMPACT IN COMPLEX TIMES

Self, Team, and Organizational Alignment: Centered on Emotional Intelligence (EQ) theory and The Aligned Leadership Model™ as foundational frameworks, this science backed program aims to activate greater presence, authentic voice, and courageous action at all levels of organizations. Becoming fully aligned – personally, at the team level, and organizationally – is proven to lead to high-functioning, high-performing, high-value generating organizations.

Programming is delivered via eight 2-hour online session modules, two full-day live events - or any combination thereof - using the Aligned Leadership Model™ as the supportive framework and includes pre and post module communications and learning aides.

awareness



CREATING PRESENCE AND CONNECTION

- Setting the stage: Leadership imperatives for today's workforce
- Emotional Intelligence and leadership alignment: importance and connection
- Introduction to the Aligned Leadership Model™
- Integration of presence with the realities of our 24/7 always on external environment.
- Identification of actionable tools, practices and resources to support desired outcomes.

attention



ATTUNING ATTENTION AND SUSPENDING JUDGEMENT

- Acknowledgement of our Inner Voice
- Core values identification
- Explore perspectives, judgements, assumptions, and choices
- Identification and observation of behavioral habits and tendencies
- Ego vs Impact consideration

intention



CLARIFYING INTENTION AND OUTCOMES

- Unique impact and value exploration
- Pivotal moments and identification of key strengths and success levers
- Leader Intention and ownership
- Authenticity in the workplace: what does this **really** mean and, how might we become it?

action



EMPOWERING COLLABORATIVE ENVIRONMENTS AND GENERATIVE IMPACT

- The components of a psychologically safe work environment
- Integrated listening and mindful feedback development
- Getting outside the comfort zone: explore leading with courage and finding your edge
- Seeking Triple Win outcomes (me-you-us!)

EVOLVING INTO ALIGNED LEADERSHIP PROGRAM OVERVIEW

PROGRAM LEARNING ELEMENTS SUPPORT VIRTUAL AND LIVE ENVIRONMENTS



30+-page guide includes exercises and reflections



Pre-program and module communications



Incorporates a diverse spectrum of the latest research



Culturally sensitive instructor and peer learning applications



Planning exercises and personal roadmap design



Infused with the art and science of impactful leadership



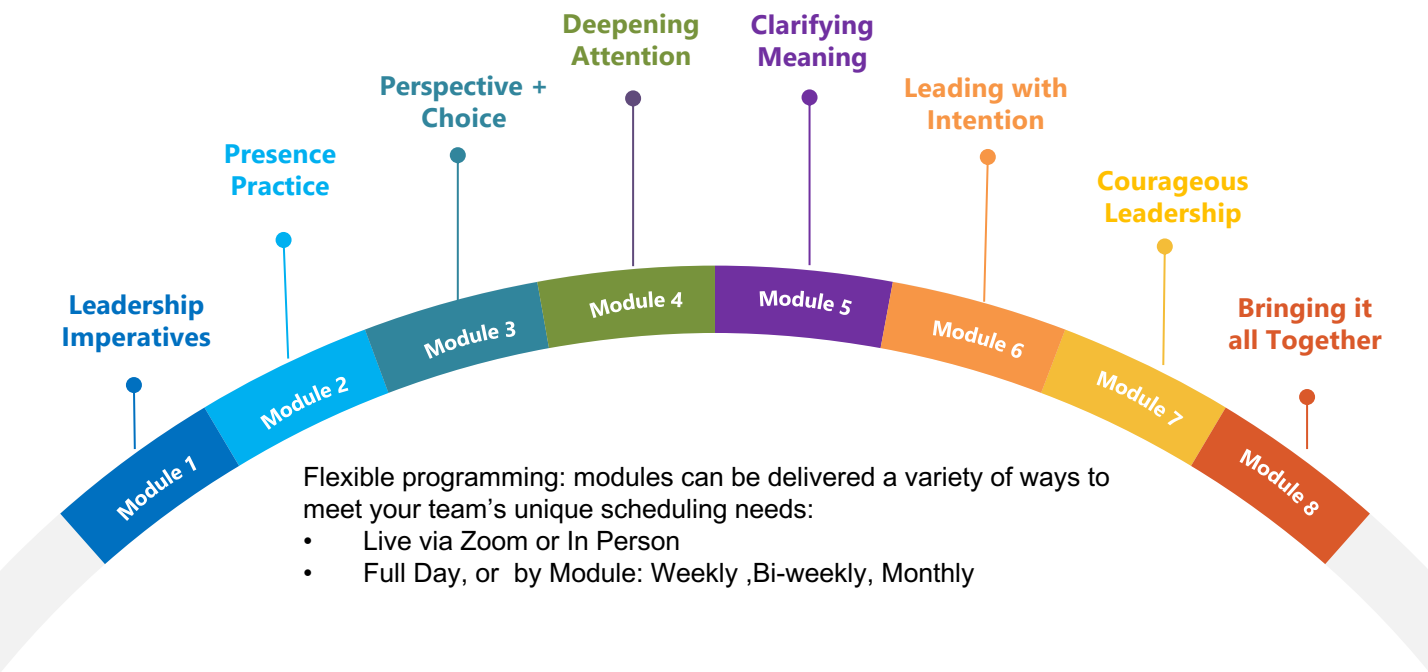
Mindful practices that support each module



Accountability partnerships heighten sustained action

Sessions are highly experiential and include: hands on tools and exercises, group and breakout discussions, between session practices and accountability systems to support sustained integration of learnings in real-world environments.

Learning ARC + Targeted Outcomes



A simple model for complex times. The Aligned Leadership Model™ provides a backdrop that supports participants at any level of their leadership journey in forging a personal path to empowering more presence, unique purpose, with values and vision orientation, while applying the principles within the unique eco-system of their workplace.

WHO SHOULD ATTEND?

Rooted in the premise that everyone is a leader regardless of title, the Evolving into Aligned Leadership™ program provides a unique inner-exploration opportunity for anyone called to create meaningful impact while navigating the ongoing uncertainties of the modern workplace.

Whether you are a seasoned leader or an individual contributor with a desire to make a greater impact, this program is designed to meet you where you are and support you to:

- Lean into your unique leadership strengths and voice
- Disrupt complacency in service of creating more meaning in your work and relationships
- Clarify a vision for yourself and the unique impact you (and your team) are called to create with a balanced and more fulfilling approach to high performance
- Build confidence and influencing skills so you can move outside your comfort zone to create more tangible and lasting change across levels of the organization
- Improve relationships and ability to get things done despite differences

Past attendees have included global sales teams, professional services firms, cross-functional manufacturing teams, non-profit organizations, and mixed representation through 3rd party industry groups.

Executive participation with other team members has tremendous impact, providing a a new level of intimacy and camaraderie through expanding their vulnerability, connection, and understanding of one another.

Merging today's realities with content focused on essential leadership competencies, participants will leave empowered to make a difference in the organizations where they lead and in the lives of those they impact.

ABOUT THE MODEL

The **Aligned Leadership Model** is a science-backed framework for mindful and self-aware behavioral alignment. It invites leaders at all levels to take a step back and disrupt our 24/7 always-on reactional tendencies and become more intentional. **When we establish capacity for self-awareness and self-management we are then able to participate more authentically, fully and boldly in relationship with others.**

awareness



What is present? The simple act of 'hitting the pause button' has profound implications. Eliminating distractions, we are with the present moment, as opposed to ruminating over the past or charging ahead to the future.

intention



What is important? What do I really want? What do others want or need? What is my core purpose? How do my values inform? What's the impact I/we want and are called to make?

attention



What is important? What's here right now vs perceived threats and assumptions? Noticing triggers, emotions and listening with curiosity, judgment-free allows us to hone in on - and pay attention to - what matters most.

action



What's next? connected, informed and aligned we can now take action. And, **STAY PRESENT** to the experience, the outcomes, the impacts, and the learnings.

PARTICIPANT FEEDBACK

"Our Senior Management team at a social and environmental impact investment firm participated in Pure Ambition's Mindful Leadership* series which gave us all new insights into our leadership strengths and areas for growth. We also identified some leadership style gaps that our employees really needed support with. Through the series, we were able to begin breaking down silos, building trust and engaging in respectful conflict. I highly recommend Pure Ambition and the Mindful Leadership program. It was outstanding."

"My team and I participated in the the Mindful Leadership workshop and I found it to be profoundly important. In a collaborative and engaging platform, the workshop left us having obtained a greater level of Emotional Intelligence at its conclusion. The content and approach were very refreshing, calming and worth exploring for any team. Pure Ambition is at the top of their game and I am very grateful for having crossed paths."

"Love the engagement of the participants. Allowed me to step outside my comfort zone."

"This is the most useful and powerful professional development course I have taken. It is a class that I will always look back on knowing how much I learned and how I can apply the lessons learned in both my professional and personal life."

"Pure Ambition has provided the Mindful Leadership Program for several clients of mine. This course should be a requirement for all managers and employees. It allows participants to identify and focus on their values, and move forward from a more centered place, able to connect better to their co-workers and their work. I highly recommend Pure Ambition and this course."

"This was a great learning opportunity and a great safe space to discuss anything. I love how interactive it was and how everyone participated at all levels."

"Overall great balance between personal insightfulness and technical skills to apply at work!"

"The analytical engineer side of me is not usually into the touchy-feely seminars, yet on the strength of prior courses led by Pure Ambition, I attended this one and I'm glad I did.
I appreciate that it is practical and results oriented.
The programming breaks down big issues into digestible bites and makes them easy to discuss."

Aligned Leadership was formally known as Mindful Leadership, as referenced in our most recent testimonials. While the core philosophical context and relational principles have not changed, the new title more directly speaks to the outcomes that are derived when participants apply program learnings and integrate them into their day-to-day work and lives.

SAMPLE SESSION CONTENT + PROGRAM GUIDE

SAMPLE IN SESSION CONTENT

SAMPLE PROGRAM GUIDE

CREATING PRESENCE | PERSONAL PATHWAYS + BARRIERS

The opposite of PRESENCING is "ABESENCEING"

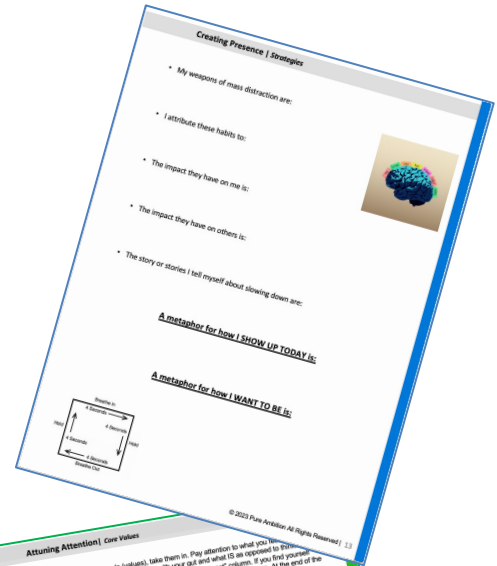
Clearly the external environment is creating more of a desire to 'check out' and yet....

- **University of London** – 5 to 15-point drop IQ when multi-tasking. One study showed a deviation drop below the decline when under the influence of THC
- **David Rock (Your Brain at Work)**: performance drop up to 50% when a person focuses on 2 mental tasks at once.
- **Stanford U (Clifford Naas)** – distraction reduces the brain's ability to filter out useless data from active / working memory.

WHAT IS AT RISK?

PureAmbition
CREATE A BRIGHTER FUTURE

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Who you are, what your values are, what you stand for...they are your anchor, your north star. You won't find them in a book. You'll find them in your soul.



~ Anne Mulcah

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SAMPLE SESSION CONTENT + PROGRAM GUIDE

SAMPLE IN SESSION CONTENT

COLLABORATION AND COURAGE

What does courage in action look like to/for you?

→ Small shifts can equate to radically different outcomes over time

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COLLABORATION AND COURAGE

Zoom

What environments and/or behaviors accelerate courageous action?

What feels safe for you?

Psychological Safety

is a shared belief that the team is **safe** for interpersonal risk taking. It can be defined as "being able to show and employ one's self without fear of negative consequences of self-image, status or career" In psychologically **safe** teams, team members feel accepted and respected.


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BRINGING IT ALL TOGETHER

ASK YOURSELF:

What would happen if we showed up as the best version of who we are: active in our presence, living our values and courageously consistent in delivering our Leader Intention Statement?

- How would our lives change?
- How many excuses would we run out of?
- How would the lives around us change?
- What would change day to day?



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SAMPLE PROGRAM GUIDE

Collaborative Environments | Getting Outside the Comfort Zone

- Notes about courage:
- In what areas – or specifically how – does F.E.A.R. get in the way?
- What perspectives do I have that may be holding me back?
- If I were really brave, I would...
- What is the connection to mindfulness and in what ways will I stretch myself into taking more courageous actions?

F.E.A.R.
False Evidence Appearing Real

Fun Hack!
Did you know that your body responds to nerves and excitement the same way? And you can learn to interpret it differently. Train your mind to perform under pressure by shifting your narrative!

✓ Did you mean it?
✓ Can you defend it?
✓ Did you say it with love

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Bringing it All Together | Accountability

COMMIT TO SUCCESS

- My accountability partner is:
- Our plan for continuing our connection:
- The value we see in doing so:

3 BULLET ACCOUNTABILITY PARTNER DISCUSSION OUTLINE:

- What's working?
- What's challenging?
- What's next?

Beyond this relationship, how else will I ensure I stay connected to the learnings and plan moving forward?

Ideas for implementing the tracker tool:

- Who else do I want to share this with? Who would provide mutual benefit yet feels like a stretch?

Those who make a commitment to someone regarding a goal have a 65% chance of achieving it! Those who have a specific accountability appointment increase their chance of success by up to 95% - ASTD

Every action you take is a vote for the type of person you wish to become. No miracle solution will transform your beliefs, but as the saying reminds us, so does the evidence of your new identity.

— James Clear, Atomic Habits

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