

# THE ALIGNED LEADERSHIP DEVELOPMENT SERIES

## 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 programming 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 individuals, teams, and organizations.

The programming is progressive, focused on building the competencies everyone needs to succeed within the ever-changing landscape of our times. Participants develop self-awareness and personal alignment expanding their capacity to meaningfully lead, ultimately gaining the strategic mindset and transformative capacity to contribute to and cultivate high-impact organizational cultures. Our programming is delivered to organizations directly and via our periodic open to the public offerings.

All programming uses the Aligned Leadership Model as a backdrop for integrative learning:



### AL1 | Evolving into Aligned Leadership For Everyone

Rooted in the premise that everyone is a leader regardless of title, this foundational program provides a unique inner-exploration opportunity for anyone called to create meaningful impact while navigating the ongoing uncertainties and complexities of the modern workplace and life.

### AL2 | Aligned Leadership + High-Performance Teams For People Leaders

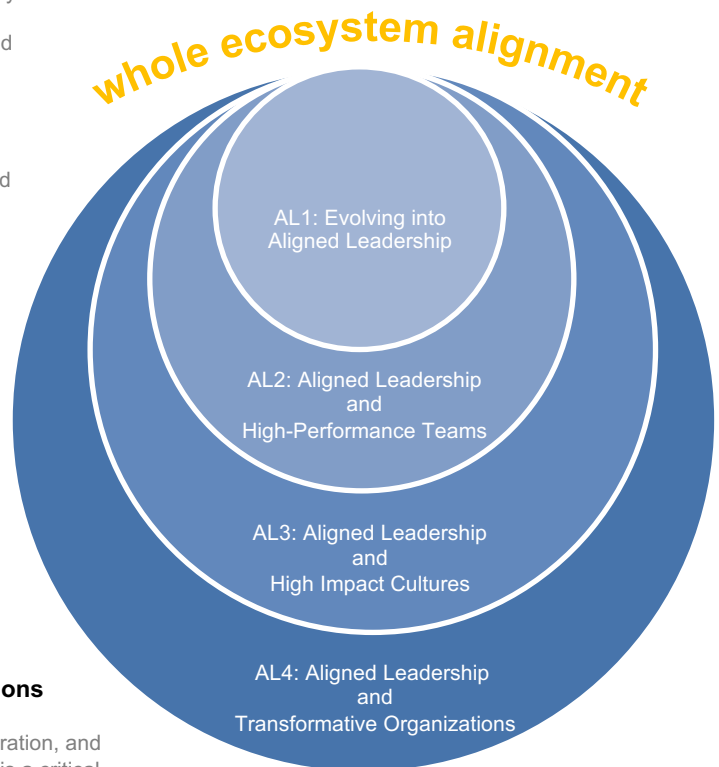
Building upon the foundational principles of the Evolving into Aligned Leadership program, this experience empowers leaders to unlock the full potential of their teams. Through a comprehensive exploration of team dynamics, effective communication strategies, and performance-driven leadership approaches, participants will gain the skills and tools to foster an environment of trust, collaboration, and accountability.

### AL3 | Aligned Leadership + High-Impact Cultures For Senior Leaders

This immersive program equips senior leaders with the strategic capabilities and transformative mindset required to align their leadership approach with their organization's higher purpose and vision for ecosystem advancement. Through an exploration of innovative leadership paradigms, systems thinking principles, and regenerative practices, participants will gain the cultural intelligence and change management competencies to catalyze organizational transformation.

### AL4 | Aligned Leadership and Transformative Organizations For Executive Teams

Fostering an organizational culture that drives engagement, collaboration, and continuous responsible improvement within the broader ecosystem is a critical imperative for today's executive leaders. This advanced program equips senior executives with the strategic vision, cultural intelligence, and transformative leadership competencies required to cultivate a high-impact organizational culture that fuels sustained peak performance, innovation, and 360-degree influence recognizing the sum is greater than its parts.



# AL1: EVOLVING INTO ALIGNED LEADERSHIP

Rooted in the premise that everyone is a leader regardless of title, this foundational program provides a unique inner-exploration opportunity for anyone called to create meaningful impact while navigating the ongoing uncertainties and complexities of the modern workplace and life. This transformative experience invites participants to journey through the Aligned Leadership Model™ to activate greater Presence, Authentic Voice, and Courageous Action. The framework and practices bring together the most current research in emotional intelligence (EQ), neuroscience of change, co-created leadership, and whole system wellness. All of it culminates in a Personal Road Map to support sustained action.

## 2-DAY PROGRAM OVERVIEW

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
- Creating Triple Win outcomes (me-you-us!)

**PROGRAM LENGTH:** Programming is delivered via eight 2-hour online session modules, two full-day live events - or any combination thereof. Optional 4-6 month participation in a group leadership coaching program is available.

**COMPETENCY DEVELOPMENT:** Emotional Intelligence (EQ) | Authentic Leadership Voice and Presence | Navigating Complexity and Ambiguity | Challenging Assumptions and Promoting Innovation | Fostering Inclusion and Belonging | Courageous Action and Accountability | Resilience and Well-being

**PREREQUISITES:** Participants will receive prework to complete prior to program start

# AL2: ALIGNED LEADERSHIP AND HIGH PERFORMANCE WORK TEAMS

This experience empowers team leaders to unlock the full potential of their teams. By aligning their leadership style with the team's strengths and goals, leaders will learn to inspire, motivate, and guide their teams towards sustained high performance, while promoting continuous learning and growth. Through a comprehensive exploration of team dynamics, effective communication strategies, and performance-driven leadership approaches, participants will gain the skills and tools to foster an environment of trust, collaboration, and accountability.

## 2-DAY PROGRAM OVERVIEW

awareness



### CREATING PRESENCE AND CONNECTION

- Integrate what it means to be a High-Performance Work Team with the Aligned Leadership Model
- Practice the art of deep presencing with individuals and groups
- Develop an understanding of co-creative environments
- Define your stakeholder system

attention



### ATTUNING ATTENTION AND SUSPENDING JUDGEMENT

- Apply the Everything DiSC Profile assessment to understand personal communication styles and preferences and their impact on team dynamics
- Develop compassion and appreciation for the unique identities of others
- Consider the impact of behavioral habits and tendencies on those you lead and influence
- Assess your stakeholder relationships and your team's capacity to deliver results

intention



### CLARIFYING INTENTION AND OUTCOMES

- Create a vision for your team to live into the best version of itself
- Foster connection to organizational Mission, Vision, and Values while learning how to socialize and operationalize them for your team and stakeholders
- Acquire skills to create and enhance a performance feedback culture that balances high care with high accountability

action



### EMPOWERING COLLABORATIVE ENVIRONMENTS AND GENERATIVE IMPACT

- Learn best practices for navigating conflict constructively, moving toward generative collaboration and true co-creation/partnering
- Create a plan - backed by change management strategy - to elevate your team's impact

**PROGRAM LENGTH:** Programming is delivered via eight 2-hour online session modules, two full-day live events - or any combination thereof. Optional 4-6 month participation in a group leadership coaching program is available.

**COMPETENCY DEVELOPMENT:** Team Emotional Intelligence (Team EQ) | Collaborative Leadership and Facilitation | Communicating with Clarity and Impact | Building Trust and Psychological Safety | Diversity and Inclusion Integration | Coaching and Developing Others | Driving Team Accountability and Results | Leveraging AI and Technology

**PREREQUISITES:** AL1 | Everything DiSC Profile for Managers

# AL3: ALIGNED LEADERSHIP AND HIGH IMPACT CULTURES

This immersive six-month program equips senior leaders with the strategic capabilities and transformative mindset required to align their function and leadership approach with their organization's higher purpose and vision in service of whole ecosystem health. Using a Leadership 360 process as a foundation, and through the exploration of innovative leadership paradigms, systems thinking principles, and regenerative practices, participants will gain the cultural intelligence and change management competencies to successfully contribute to and lead organizational change in a way that inspires participation and transforms outcomes.

## 2-DAY PROGRAM OVERVIEW

### awareness



#### CREATING PRESENCE AND CONNECTION

- Explore the shift toward conscious leadership within today's unique landscape
- Learn practices to cultivate systems and cultural awareness
- Process the impact of Leadership 360 feedback
- Define your personal Leadership Stake / Why

### attention



#### ATTUNING ATTENTION AND SUSPENDING JUDGEMENT

- Align Leadership 360 feedback with conscious leadership principles and a transformative leadership mindset
- Identify personal strengths and confront growth opportunities based upon the Leadership 360 learnings
- Define collaborative relationships and alliances, considering feedback insights and apply to a stakeholder framework

### intention



#### CLARIFYING INTENTION AND OUTCOMES

- Identify top 360 learnings and a corresponding response strategy
- Align systems thinking principles with your unique environment, expanding your vision beyond your function and the four-walls
- Getting to win-win-win: anticipating and navigating complex organizational dilemmas

### action



#### EMPOWERING COLLABORATIVE ENVIRONMENTS AND GENERATIVE IMPACT

- Become a model for navigating conflict constructively, moving toward generative collaboration and a co-creative partnership approach
- Learn tools and frameworks to assess and transform culture
- Design a change management strategy to implement learnings and elevate culture

**PROGRAM LENGTH:** 2-Day (consecutive or paced) + 6-month participation in a group leadership coaching program

**COMPETENCY DEVELOPMENT:** Strategic Thinking | Systems Thinking | Organizational Change | Cultivating Resilience and Agility | Stakeholder Engagement | Risk Management | Fostering Innovation and Continuous Improvement | Developing and Empowering Talent | Performance Management Best Practices | Cultural Awareness and Inclusive Leadership | Ethical Decision-Making | Receiving and Processing Feedback

**PREREQUISITES:** AL1, AL2 | Leadership 360 instrument and pre-program 1:1 coach debrief

# AL4: ALIGNED LEADERSHIP AND ORGANIZATIONAL TRANSFORMATION

Using a proprietary Culture + Values Study as the foundation, this year-long program is designed to equip executive leaders with the strategic mindset, inclusive and relevant data, and systems-shaping resources that drive engagement, collaboration, and continuous responsible improvement. Supported by ongoing group coaching, the application of best practices within the broader ecosystem are designed to cultivate and sustain a high-functioning, high-performing, high-impact culture that recognizes the sum is greater than its parts.

## 3-DAY PROGRAM OVERVIEW

awareness



### CREATING PRESENCE AND CONNECTION

- Explore what it means to be a transformational leader today
- Learn practices to attune to the heartbeat of your culture
- Define your personal connection to the organizational purpose
- Process the experience of receiving feedback via the Culture and Values Study

attention



### ATTUNING ATTENTION AND SUSPENDING JUDGEMENT

- Evaluate overall organizational health and impact (using the study) to ID your top organizational competencies and risks
- Explore the cultural habits, behaviors, and traits that contribute to results and their underlying levers
- Objectively decide what wants and needs to happen for necessary evolution

intention



### CLARIFYING INTENTION AND OUTCOMES

- Mission, Vision and Values: implications and applications
- Design an Ecosystem Map and identify your most important stakeholders and partners
- Meeting the system where it is to assess transformational 'readiness'

action



### EMPOWERING COLLABORATIVE ENVIRONMENTS AND GENERATIVE IMPACT

- Overlay learnings with strategy (people, business, change)
- Set commitments and a course forward
- Plan for ongoing support sessions and staying the course

**PROGRAM LENGTH:** 3 days (consecutive or paced) + 12-month participation in a group executive coaching program

**COMPETENCY DEVELOPMENT:** Visionary Leadership | Strategic Foresight | Ecosystem Integration and Stakeholder Collaboration | Empowering Innovation and Entrepreneurship | Building Executive Team Capacity | Aligning Values | Addressing Organizational Feedback | Fostering a Coaching and Feedback Culture | Leading Organizational Transformation and Culture Shaping

**PREREQUISITES:** AL3 | All Staff Team Culture + Values Study and completion of a results debrief session

# THE ALIGNED LEADERSHIP DEVELOPMENT SERIES

## 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. This includes embedding the principles of Diversity, Equity, Inclusion, and Belonging throughout program content.

## THE ALIGNED LEADERSHIP MODEL

**A simple model for complex times.** 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 reactionary tendencies and become more intentional. **When we establish capacity for self-awareness and self-management we become able to participate more authentically, fully and boldly in relationship with others.**

The Aligned Leadership Model™ serves as 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 of all of our programming within the unique eco-system of their workplace.

awareness



**AWARENESS: What is present?** The simple act of 'hitting the pause button' can have profound implications. Eliminating distractions, we are with the present moment, not ruminating over the past, not charging into the future, nor staying 'asleep' to what is (i.e., *absencing*: being in a state that is the opposite of *presencing*).

attention



**ATTENTION: What is important?** What's here right now as opposed to perceptions and assumptions? What is noise vs. an important signal? Noticing triggers and emotions, while listening with curiosity and wonder (suspending judgment and a need to be right) empowers us to attune and attend to what truly matters most in this moment.

intention



**INTENTION: What do I (we) want?** Consider all perspectives, stakeholders, and ideal outcomes. Check-in with purpose, ultimate vision, values, core guideposts, and sources: What is the impact I want to make? What is at stake? What influence is ego playing and/or distorting? How might these considerations inform what wants to happen?

action



**ACTION: What will I (we) actually do?** Triple-win (me, you, us) outcomes live here! Moving forward more connected, informed, and aligned, **staying aware** of the experience, the outcomes, the impacts, and the learnings.



# LEADERSHIP DEVELOPMENT INTENSIVES

**All Staff 6-Steps to Mental Wellness | 90-minutes:** The "Six Steps to Mental Wellness in Times of Uncertainty" workshop provides tangible foundational ways for team members to resource their capacity when dealing with the stress all of us are experiencing in the modern world. The content follows a crucial path to presencing – as opposed to absencing – allowing for greater clarity and resilience - while also deepening relationship and connection with others through shared experiences.

**Leadership Wellness Session Add-On | 60-minutes:** This add-on session provides space for leaders to reflect upon what showed up during the all-staff workshop and what is surfacing in terms of supporting themselves and their teams at the collective level. This is also an opportunity to explore the organization's overall commitment to health and wellness, which is necessary to effectively support individual resilience-building wellness strategies.

**Bringing Mission, Vision, and Values to Life | 2-hours:** This workshop is designed to both socialize and operationalize the organizations Mission, Vision, and Values. Team members will deeply connect with these guiding principles to understand their personal meaning and explore practical ways to apply them to their roles. Through interactive exercises and customized templates, participants will gain clarity and map how their individual contributions align with the broader organizational purpose, fostering a sense of ownership, commitment, and alignment within the team.

**Impactful Performance Management | ½ Day:** Our workshop on modern performance management centers on fostering a culture of continuous feedback. Participants will explore best practices in contemporary performance management, including supportive structures for progress, informal leadership approaches, and more challenging conversations in service of sustainable growth. This session empowers leaders through skill development to enable impactful dialogues that drive transformative outcomes.

**From Conflict to Collaboration | Full Day:** Harnessing the power of the Everything DiSC Profile assessment to transform workplace dynamics. Participants will explore four core workplace communication styles and preferences to better understand themselves and those they work with. By leveraging insights from the Everything DiSC Profile, attendees will deepen their awareness of their own behavioral tendencies and those of their colleagues, learning to leverage and appreciate differences. This paves the way for constructive dialogue and improved communication that recognizes the sum is greater than its parts.

**Beyond the Respectful Workplace | 2-Hours:** In response to California's legal requirements for harassment training, we offer a comprehensive workshop designed to go beyond mere compliance. Our program is focused on fostering the culture you envision while meeting legal obligations. We believe in the power of education to drive meaningful change, as emphasized by the Federal Equal Employment Opportunity Commission (EEOC), which states that traditional compliance-based training falls short in altering employee behavior.

This flexible program delves into the complexities of harassment, addressing its definitions, impacts, and the underlying cultural and power dynamics that contribute to its prevalence in the workplace. Participants will gain insights into federal and state laws, as well as the organization's harassment policy and claims process. Beyond theoretical knowledge, practical tools and strategies will be practiced for navigating harassment situations from various perspectives, including those experiencing harassment, witnesses, and potential offenders. Moreover, we integrate the organization's mission, vision, and values into the training, emphasizing their role in shaping a respectful, harassment-free environment. By aligning behavioral decision-making with organizational norms, our workshop promotes a culture of accountability and mutual respect. Through interactive sessions and real-world examples, participants will leave with a deeper understanding of harassment issues and a commitment to creating positive change within their workplace.

**Succeeding as a First Time Manager | Full Day:** This program brings the fundamentals from the above topics together to create a powerful foundation that new leaders can apply to accelerate their impact.