

# 3 Steps to Transformation

Our holistic approach assures **meaningful, long-lasting, and consistent change** in both the ability and effectiveness of leaders and individuals at all levels.



## Step 1

PRE-SESSION PLANNING

### Executive Summit (90 mins.)

*All senior leaders and executives*

#### Why this?

As an executive team, debate, agree upon, and commit to the **standards of leadership** that will collectively be supported, modeled, and coached throughout the organization going forward.

#### What does this entail?

##### 1) Current vs. Future State Goal

- overview of the Mutual Learning Approach
- intro to foundational leadership concepts and techniques (60,000 ft.)
- evaluate approach to modeling and coaching behaviors you want to see

##### 2) Training Approach

- confirm leadership concepts to be delivered
- decide the roles of **executive champion\*** and **transformation coach\***

##### 3) Support and Sustainability Plan

- commit to your role: active vs. passive
- plan for supporting leaders post-training

#### How does planning benefit you?

After completing training (Step 3), leaders return to an environment that supports them in **implementing the behaviors and techniques** they learned.

## Leadership Treatment

## Step 2

*Managers + coach and champion*

### Opportunity A

#### Teams Facilitation

Using mutual learning, team members are guided through structured discussions and problem-solving exercises to learn to navigate challenges, leverage each other's strengths, and develop shared strategies for increased trust, improved communication, and shared commitment.

### Opportunity B

#### Individual Leadership Conversations

By exploring real workplace situations, these focused sessions help individuals navigate challenges and develop key leadership skills. Managers learn by reflecting on issues, reframing their perspectives, and experimenting with new approaches. Managers are empowered to lead with confidence, influence effectively, and drive results.

### Opportunity C

#### Leadership Training (90 mins. each)

Classroom-style training provides a structured, interactive environment to learn key leadership principles via instruction, discussion, and group activities. Participants are guided through real-world scenarios, frameworks, and best practices to help them develop critical skills to improve their effectiveness as leaders of people.

#### Sample Session Titles

- Coaching Up the Ideal Team Player
- Unlocking Results through Accountability & Feedback
- Managing Conflict through Mutual Learning

## Step 3

POST-SESSION FOLLOW-UP

### Support + Sustainability (60 mins. each)

#### Why this?

Several weeks after the training, reconvene the groups to assess what's working well and identify obstacles to implementation. This reinforces the learning and helps integrate new skills into daily operations. Discuss strategies for sustaining the progress through ongoing modeling and coaching at all levels, ensuring new leadership techniques become a lasting part of your organization's culture.

#### Group #1

*Managers + coach & champion*

- What have they tried? What's worked well and what hasn't? What obstacles do they face to implementing new learning?
- What support do they need from their leaders?

#### Group #2

*Executives and Senior Leaders*

- What are they seeing +/- and relative to goals set?
- What processes can they change to remove obstacles?

#### How do this follow-up benefit you?

**Taking time for a post-training follow-up** ensures new leadership skills are reinforced, obstacles are addressed, and training translates into lasting improvements in effectiveness of managers.