

The Mastering Leadership Program

Transform Your Leaders:

Mastering Leadership is a transformational group program for managers and leaders committed to developing their personal leadership and professional impact. This experiential program takes participants to the next level by incorporating powerful self-awareness and skill-building content, 1:1 coaching, and accountability. The goals of the Mastering Leadership program are to enable participants to:

- Challenge themselves to move beyond current circumstances
- Expand leadership influence, impact, and courage to take risks
- Overcome self-doubt and mindset barriers to growth
- Inspire team commitment and positive relationships
- Navigate smoothly through corporate politics
- Handle change with resilience and maturity
- Lead with authenticity in all aspects of life and work
- Communicate effectively and confidently at an executive level

Included in the Program:

- Group sessions with three skilled coaches and 8 – 20 team members
- Personal welcome kit with all program manual and materials
- Monthly 1:1 coaching to accelerate each participant's results
- Myers-Briggs personality profile, including full report, booklets and instruction
- Module-by-module sequence of learning, tools, exercises, application and actions

Measurable, Proven Results

The Mastering Leadership Program has been successfully implemented as a corporate in-house offering and as an independent program. Success is benchmarked and measured via three methods – program participant baseline and final surveys, management feedback and if applicable, direct employee surveys. Program results continue to validate the investment:

- **Success at Work:** 96 % of participants now feel successful at work.
- **Influence:** 93% of participants are able to influence others effectively.
- **Program Relevance:** 100% say the learning is highly relevant to their work and they would recommend this program to others.

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Program Learning Objectives

1. Optimize Communication Effectiveness

- Through understanding of innate personality types, you learn to break through communication barriers. You can identify other types and how to flex your style to communicate more effectively. There is an appreciation of the different styles, diversity and dynamic of each group.
- Build trust, deeper understanding, relationship building and the skill of being 100% present

2. Align Strengths to Greatest Business Impact

- Identify true superpowers, acknowledge what drains you and take ownership for aligning your best work to areas where you can make the greatest business impact. Managers acknowledge and incorporate the diverse strengths of team members.

3. Confident Decision Making

- Identify what you need to do your best work. Take responsibility to make choices based on most important personal and business values. Managers deepen relationships with their team by building transparency and respect.

4. Create an Empowered Mindset

- Identify limiting/empowered beliefs and behavior patterns, and how these mindsets and patterns block or support your best work. Understand the people, circumstances and environments that trigger you, take responsibility and build skills to navigate challenges gracefully.

5. Build Professional Vision

- Articulate the vision, plan and actions that move you toward your business goals. Become aware and intentional in how you need to “be” in this vision. Managers learn to set and communicate a clear vision for their team and drive a shared accountability to accomplish this.

6. Remove Blockers

- Identify the biggest blockers to your success, and how to release and/or reframe what has limited you in the past. Take responsibility and learn skills to shift limiting patterns going forward.

7. Align Behaviors and Structures for Results

- Define the system, support and/or structures that enable you to change behavior, maintain accountability and make learning “stick”. Managers can now advocate new processes that help their team stay productive, consistent and focused with high integrity

8. Celebration and Momentum

- Celebrate the awareness of how you need to show up, and confidence of what you will accomplish. Celebrate your personal leadership growth. Define your actions and intentions within 30-60 and 90 day milestones. Managers learn to create a culture of celebration, and model action and accomplishment with their team.

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Module	Content	Competencies
One	Myers-Briggs Personality Type Intentional Listening	Effective Communication Collaboration
Two	Identification of Superpowers Personal Strengths Statement	Confidence
Three	6 Human Needs Core, Imposed and Chosen Values	Trust Building Conviction
Four	Trigger Reaction Cycle Limiting Beliefs Empowered Beliefs	Resilience Courage
Five	Professional Vision	Vision
Six	Expectations v. Reality Identification of Blockers	Self-Awareness Self-Development
Seven	Behaviors Habits & Structures for Success Accountability Partnership	Accountability
Eight	Celebration 30-60-90 Day Action	Appreciation Drive for Results

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Program Delivery Options, Measurement and Professional Fees

M-Power Coaching's goal is to provide leadership development options in the form of group development with one on one professional coaching services.

All of our coaching offerings are designed to provide a change-oriented approach to individual leadership confidence, competencies and strengths. This curriculum develops leaders who are aware and intentional in how they contribute and show up. We use a graduated learning model that focuses on Awareness, Choice and Accountability.

Mastering Leadership is suitable for employees at every level however we encourage putting like levels together in a circle. It is effective for intact teams, regardless of level to build a culture of trust and performance. It is equally successful with virtual teams made up of members of various groups. This increases the understanding and trust needed to enable higher levels of collaboration.

The minimum group size for a full circle is 8 participants. Maximum effective size is 20 participants. All session to be held at a location provided by the client. All materials provided by M-Power Coaching.

1. Program Delivery Options:

- a. 2 consecutive days per month for 2 months – includes four 45 minute coaching sessions
- b. 1 day per month for 4 months – includes four 45 minute coaching sessions
- c. 1/2 day per month for 8 months – includes seven 30 minute coaching sessions

2. Measurement and Impact

- Participant Baseline and Final Survey, incorporating 7-10 company work-health and leadership effectiveness questions
- Management Feedback Baseline and Final Survey, utilizing the same above questions
- For Managers, survey direct team, leveraging the same above questions or key management measurement items

3. Professional Fee Summary

- Mastering Leadership Program: Any delivery option: \$2,800 per person (public offering pricing is \$3,200 per person)

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Program Feedback

We are proud of the impact the Mastering Leadership program has had on participants:

“Mastering Leadership has deepened my confidence in myself, my own personal strengths and my brand. I’m more open to taking risks and increasing my visibility as a leader, not just as a contributor. That has been the big shift. The 1:1 coaching between sessions was instrumental to my success and really helped me develop a new process to quickly determine needs and success criteria for any new project or role I take on.”

– Tiffany Meaney, Senior Marketing Manager, Microsoft Corporation

“I’ve been thrilled to work with M-Power Coaching as a development resource for our employees. I love their focus on building learning agility and self-awareness for participants in their overall program – through diligent coaching and group sessions. Our participants have significantly grown their professional confidence and capability after completing the Mastering Leadership course, and are very clear in their ongoing career development goals. It’s a worthy investment and one I will strongly support for future employees.”

– Britt Provost, Executive VP, People & Culture at Apptio

“I took the Mastering Leadership program and it changed my thought management for the best. This is not leadership about “this happens and a real leader would do this.” It is about an internal management process that gives muscles to new ways of thinking and operating our own selves. I certainly still have stress, but things that irritate me don’t last as long. I have clarity and move through situations quickly without getting stuck as I did previously. I learned that we always have a choice ALL THE TIME. It’s not a program you get sold on; it’s a way of life you can choose!”

– Trina Burton, Senior Project Manager, Starbucks

“My leadership team doubled in size last year, and I was looking for a training that would help us get to know one another, build trust, and establish confidence in our decision making abilities. Working with M-Power Coaching has allowed us to achieve all three of those goals, plus more. They really took the time to get to know each of us as individuals and discover ways to use those strengths together as a team. Specifically, learning about my own beliefs, values, strengths, weaknesses and challenges has helped me relate better to those people I manage and to ultimately be a better manager and coach. It was an honor to learn from them and look forward to working with them again as our business grows!”

– Hilary Laney, CEO Evia Events