



PERSONAL LEADERSHIP DEVELOPMENT GROUP

Module Schedule 101

You have a Voice, Message and Vision to make a Difference

Whatever actions you take or don't take, you are the instrument through which you act.
Everything you do is affected by that instrument. Everything.

6-month groups meet by Zoom bi-weekly. Registration fee includes 30 minutes of 1:1 coaching per month.
Also includes monthly small group cohort learning opportunity. Monthly payment schedule available.

Module 1: Clarity & Momentum in Values

- Values are deeply-held driving beliefs that guide your internal conduct as well as your relationship with the external world. We use the Values Blueprint© to clearly identify language for core values. Your world is too dynamic, too valuable to allow self-awareness to become dim in the blur of busyness, feeling overwhelmed or ineffective communication.*
- What are your core values? How are they driving you? What values do you settle on when the pressure is high? How do you actualize your values? How do you communicate them? How do they ground your leadership decisions and presence? As you consciously integrate your core values, you are better equipped to empower the people around you to contribute their best selves by connecting a straight line from values to meaningful work with a life that works. Business profits. Relationships engage. And the world becomes a better place*

Module 2: Clarity & Momentum in Meaningful Purpose

- Your individual purpose is your guidepost during stress or uncertain times. Your compelling purpose assists you to navigate difficult decisions more effectively. It is in the clarity of your purpose where you will find the most fulfillment, satisfaction and meaning in business and life. Your purpose becomes the inspiration to lead well on the grey days, the high-stake days and the mundane days. It will keep you from retreating to your comfort zone and call you to care for yourself as you care for others.*
- Purpose-driven leadership is not a title, a name tag, or a status on an org chart, it is a way of being with the capacity to influence positive and healthy outcomes. Purpose-driven leadership creates space that gives value to dignity, equity, engagement, belonging, enjoyment and respect for all stakeholders. It is the reason for the work and the disciplines in between the markers. It calls people higher and invites them to be better together for a greater good. It invigorates, energizes and stands strong alongside the strategies of transitioning from here to there.*

Module 3: Neuroscience of Trust

- When you lose trust, you lose your voice. When you lose your voice, you lose your impact. Learn about the wisdom of your brain and how every conversation we have with another person has a chemical component to build trust or erode trust. "By understanding how your brain functions, communicates, you can reach your potential. The brain does not speak French or English, it speaks neuroscience." Judith E. Glaser Psychology Today October 2020*
- Consistent and important teamwork without trust is impossible. Learning the neuroscience of trust is bigger than a coffee break conversation or a quick-fix workshop. To build trust is the #1 culture priority for psychological safety and maximizing team efficiency and effectiveness for the desired future.*

Module 4: Applied Learning of Trust in Level 3 Conversations

- Move culture from I to WE with Level 3 conversation. When we can learn to trust one another more, we can have unprecedented human progress.*
- Trust can be broken in .07 seconds and can take years to repair. As trust is the currency of business and the core to all thriving sustainable relationships, the 5 essentials of how integrate Level 3 conversations will serve your leadership well. Learn the tools and take the practices in to every conversation to make progress more quickly in a more meaningful way.*

Module 5: Neuroscience of Change and Leadership Presence

- "Becoming a leader is synonymous with become yourself. It is precisely that simple and precisely that difficult." Warren Bennis. It is about building the capacity to take skillful action in a wide range of circumstances so that you can be as effective as possible in your contribution of meaningful service. If you want to see greater change in the context around you, you must lead yourselves first in noticing your own default behaviours, your way of showing up that opens or closes others to the influence you seek to make.*
- Your body knows. Change is not sustainable if it remains in the cognitive realm, it must also be embodied in your whole self. Uncover bio-behavioural blind spots, and train to embody greater social and emotional intelligence as you lead others to engage their whole self in positive change and presence.*

Module 6: Everything Lives in Language

- One of the most powerful influencers that humans experience are the words spoken to them or over them. Words are rarely neutral. They have the power to bring life or death, to empower or cripple. There are worlds in words. In this module, we will discuss specific words, phrases that can sabotage the intent of your message and disable the engagement of the hearer.*
- Values. Purpose. Trust. Change. Presence. Wrap it all together in the remarkable human being named you. Be fully present as you lead with full presence. Do the work. Speak the words. Share the vision. Engage the human longing for belonging, significance and greater meaning.*



LORRAINE RICHMOND
LEADERSHIP COACHING

Personal Leadership Development Group

because YOU matter and because YOU have a PLACE and a PURPOSE in our messy, beautiful world

**You want to be an influence for the things that matter.
You have a voice, a message and a vision to make a difference.
You notice the gap between intent and impact.**

All leadership growth is personal growth.

Notice & Name. Nourish & Flourish.

What is it to long for integrity, authenticity and impact in your leadership? What is it to elevate your personal development in ways that contribute to internal confidence, your personal values, navigate dissonance or road blocks *and* connect with values-based others who also want to make a meaningful difference in ways that matter most?

Enrollment Details

Based on the immense intrinsic value of you as a worthy human being and based on rigorous research of neuroscience, this 6-month focus group will both challenge and support what matters most right now. The content and discussion will invite curiosity, surprise, inspiration and applicable, practical follow-through on meaningful, relevant change and growth.

- This is not a counselling, self-help or support group. Although I am a strong believer in the counselling profession and will happily pass along recommended counsellors, I am not a therapist. As such, all choices for change and growth belong to the participant.
- This is a personal development group offered from my full heart of experience, education, faith and deep value for every individual on the planet, as well as my training as a globally-recognized ICF professionally accredited coach. This focus group is based on a coaching modality that holds the space for individuals to explore their own thinking, core values and greater purpose in context of the topics listed in the modules.
- Participation is simple and easy. Meet in a small group of 7-10 participants by Zoom bi-weekly unless otherwise noted.

- Added value: although the group meets bi-weekly, each participant will receive a monthly discussion sheet and the opportunity to meet in a smaller cohort once a month to deepen the learning, the connections and forward meaningful action.
- More value: at start-up and included in the registration fees, each participant is invited to take advantage of a one hour 1:1 coaching conversation to identify clear desired outcomes so that applied learning can be maximized during the framework of this 6-month course.
- More value: 30 minutes of 1:1 coaching every month, is included in this course at no additional fees. The topic and agenda of the 1:1 coaching time belong to the participant.
- Registration fee is \$125+gst (CDN) payable *each month* for 6 months. Invoices are sent out at the middle of the month, but payment can be made any day of the month. The first month's registration holds the participant spot in the course.
- I believe that all people matter. I believe that life experiences help inform meaning and purpose in life and the difference we seek to make. I believe in human dignity, equity, and that all people want to matter and have opportunity to contribute in meaningful service.
- A meaningful life isn't magic, it doesn't just happen, and neither is it rocket science. There is a way forward. You don't have to navigate the learning journey alone. For further information on my stand, my values and my bio, please see www.lorrainerichmond.com/team.
- Let's connect. Any questions at all, please just ask in a quick and simple [Calendly booking](#) or by email: lorraine@lorrainerichmond.com