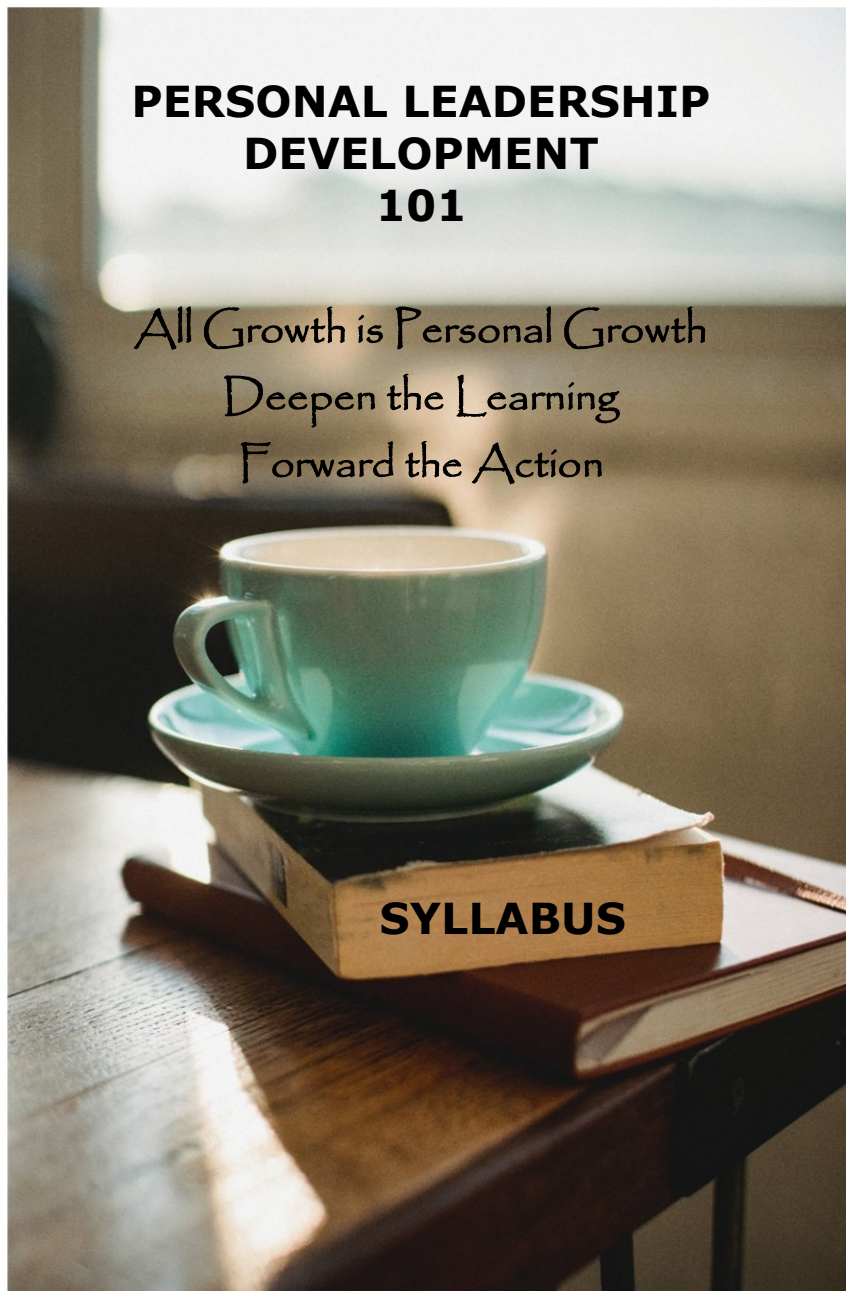




LORRAINE RICHMOND
LEADERSHIP COACHING

**PERSONAL LEADERSHIP
DEVELOPMENT
101**

All Growth is Personal Growth
Deepen the Learning
Forward the Action



Biweekly
6:30a – 7:30a PT



PERSONAL LEADERSHIP DEVELOPMENT 101

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PERSONAL LEADERSHIP DEVELOPMENT 101

PURPOSE

What is the point of this course? How will it benefit me?

Clarity for meaningful purpose and forward momentum is the point of this course.

You are the Chief Executive Officer of your life. It is within our reach to lead ourselves well. The world is too dynamic to navigate the layers of complexity in a constantly-shifting environment with past habits, default thinking and rote behaviours. What got you here, got you here. Hooray, now upward, onward and forward.

Biobehavioural blind spots can keep us in a default patterns of being, unless we choose to be intentional about our growth. This Personal Leadership Development (PLD) course surfaces the invisible. Once it's visible we can manage and navigate the complexity more easily. As we *notice, name and choose* comfort zones which may need detachment and which aspirations we seek to achieve, *sustainable change takes place at a cellular level*.

Our brain is malleable, a living electric fabric. Every experience, conversation, relationship, and every adventure influences the story you tell yourself about who we used to be and who we are now. Our body has 750 trillion cells, all wired for equilibrium and balance, so about a quadrillion connections constantly modifying, plugging in, unplugging at a nonconscious level.

In a context of applied learning with a small group facilitated by a professional ICF coach, there will be monthly opportunities to integrate the learning for generating renewed self-awareness and elevating the capacity to influence, inspire and impact important others even in complex situations.

Here is a list of some of the benefits of the PLD course:

- ✓ Identify personal core values with Values Blueprint©
- ✓ Identify unique discomfort zones and learn how to navigate through them effectively
- ✓ Use the GPS exercise to clearly articulate and define meaningful purpose
- ✓ Learn the neuroscience of the trust dashboard and why Level 3 conversation creates trusted connection
- ✓ Receive a one-page of level 3 starter conversations to prime for trust right now
- ✓ Practise rewiring patterns of habit or beliefs with the MMM neuro-tool
- ✓ Learn 5 ways to say no without using the word 'no'
- ✓ Receive a list of words that demean your voice and its impact
- ✓ Receive neuro tips and tools that will help reconceptualize unhelpful embodied behaviours

All growth is personal growth. 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.

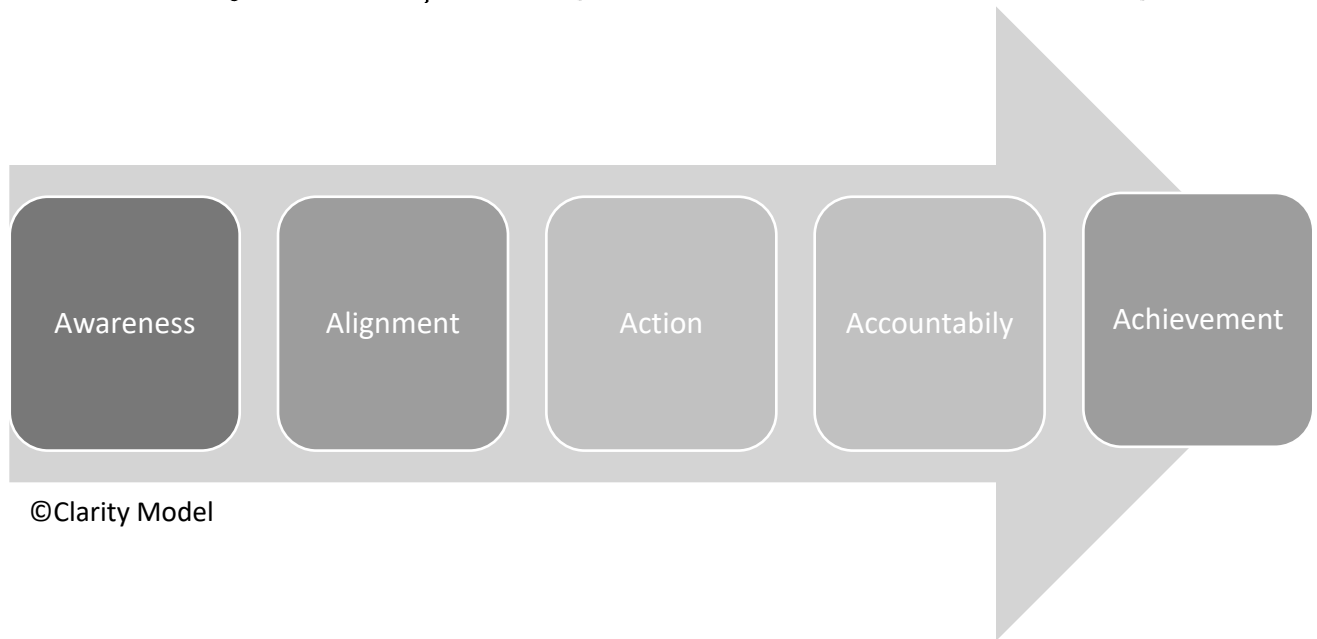
The days will pass by anyway.

If you want to emerge stronger, clearer, more engaged in meaningful purpose, join one of the next Personal Leadership Development (PLD) groups this year.

PERSONAL LEADERSHIP DEVELOPMENT 101

PROCESS

The Clarity & Momentum process integrates the art and science of sustainable change



©Clarity Model

We need more than new thinking and different ideas to address the internal and external challenges in our world. We need values-based humans who truly embody a felt sense of interconnectedness, wholeness and completeness, who have both the care and the skills to act with responsibility to the whole.

These skills have nothing do with positional power, old leadership habits, group thinking and everything to do with personal embodied presence.

We don't get stuck because we are weak-willed, incompetent or any number of other failings we might chastise ourselves for.

We get stuck because **we have come to embody certain ways of being** that were *once* smart and adaptive.

When we try to change *simply by collecting good ideas*, we often struggle.

The struggle has the capacity to bring us to new ways of thinking which impact our behaviours and outcomes. How fascinating!

The Clarity & Momentum process provides a go-to-process as a template for ongoing personal leadership development and growth in any circumstance or in any capacity of leadership and meaningful impact.

PERSONAL LEADERSHIP DEVELOPMENT 101

WELCOME

Wherever you are right now is the perfect place to be.

Welcome to a group of values-based learners who have an intent to make the world a better place.



Lorraine Richmond, ICF-PCC
Leadership Coach. Leadership Speaker. Culture Strategist. Team Coach. Thinking Partner.

While I am a facilitator and have traveled this path for a long time and have a lot of fantastic information that I want and hope to share with you, I also hope that you will hold me as an adventurer along the same path. Perhaps I have traveled this path for a few more years or down a different trajectory than you have, but I hold us as adventurers and curious learners along the same path. I am pleased and honoured to be in this learning group with you.

As a team leader in a global coaching mastermind, I am an international ICF-certified leadership coach, team and cultural specialist. I am bound by the ethics and code of conduct of the International Coach Federation. I have been working as a certified professional coach since 2007 and am currently working on my master's certification. Throughout the years, I have also been actively engaged in management, supervision and leadership within business, entrepreneurship as well and in non-profit.

The exhilaration of working alongside values-based individuals *as well as* the experience of leadership burnout and leadership betrayal in high-capacity teams have served to catalyze my focus on the working dynamics of a trust-centric culture one person at a time, one company, team or small group at a time. I hold the space for individuals to **have opportunity to experience meaningful shared success.**

My values include: purpose, collaboration, freedom, growth, faith, innovation, creativity, healthy communities comprised of healthy individuals who seek to honour the complexity of diversity. It is my trade and my art to influence a culture where all people experience safety, equity and dignity.

I believe that we are here to live the length of life, to live the width as well, and to serve the world with our collective gifts, talents and story so that others may thrive and carry their torch forward to create a better world for all. I confess to being headstrong from birth, a coffee-snob by choice, and a non-conformist by accident. You can find / follow me on LinkedIn, Instagram and Facebook. Learn more about me at www.lorrainerichmond.com.

PERSONAL LEADERSHIP DEVELOPMENT 101

SUCCESS TIPS

You are the CEO of your life. Your effort, time and learning are in your control. Disrupt your status quo.

1. As the CEO of your life and leadership, it's helpful to the rewiring habit of growth to set aside time to prioritize the learning as it pertains specifically to your values, purpose and priorities.
2. Define your focus of change and growth. Be as specific as possible. Invite a level of accountability.
3. Contribute to the Principles of Engagement exercise in the Intro call which the Principle of Engagement serves as a way to educate others on how you would like to be treated. It is also a reminder on how others want to be treated.
4. Be curious. Suspend judgement.
5. Use your voice and your humour to honour your values and respect the values of others.
6. Share the learning with your friends and family and anyone is open to deeper conversations about values and purpose. Stretching our own muscles of understanding by enrolling others into the awareness often rewards us with a lovely hit of dopamine that increases our energy and pizzazz. And who doesn't want energy and pizzazz?
7. Take advantage of practising your personal growth and the navigation of complexity by participating in a monthly cohort group.
8. Use the monthly opportunity for 1:1 coaching time with Lorraine to gain clarity, focus and momentum on whatever is important to you. As a personal leader, feel free to initiate the cohort meeting and use your voice in what you want from it and what you do not want from it. Show up. Use your voice. Have fun.
9. This course will require you to leave some of your comfort zones, which has potential to surface irritability, judgyness and restlessness. Notice your triggers and make a commitment to become a better person through the difficult stretch of growth. The only way through discomfort is through it. The good news is that is only difficult until it isn't.
10. Ask your questions. Offer your insights. Be real.

PERSONAL LEADERSHIP DEVELOPMENT 101

COMMUNICATION CHANNELS

I am here to support, coach and be a resource to you.

Email

lorraine@lorrainerichmond.com

You can expect to receive a reply to your email within one business day. If you haven't heard from me by then, feel free to circle back in case your email accidentally went to spam or was beamed up by Scottie.

Phone or Text

Phone or text for quick conversations or clarifications any time. If my line is busy, let me know a best time to return your call. Although no promises if you want me to return the call at midnight.

Office hours

Monday to Friday 9a – 5:15p
Typically, unavailable on Stat Holidays

Available to you for 1:1 Coaching Hours

Please book a monthly opportunity in Calendly for 1 hour/month

If you are unable to find a suitable coaching time, feel free to email, phone or text me directly and I'm certain we will find a time that is mutually available

PERSONAL LEADERSHIP DEVELOPMENT 101

TERMS

Coaches and their coaching lingo, sheesh.

Accountability – This simply means ‘to give an account’ for what you said you were going to do. What worked, what didn’t, what happened? Accountability does not include blame or judgment, nagging, pestering, it is simply to be a support and hold the focus for what you deemed as important.

Bottom lining – To ensure that all participant receive equal value from this course, at times, I may ask you to bottom-line to get to the essence of what you are saying. All the details and descriptions of a story may not be required to understand the story, insight or concept.

Clearing – I may ask or you may request to clear something before we start coaching. Perhaps you are preoccupied with a situation that is interfering with your ability to be present or take action. It is not what you wish to be coached on, so clearing allows you to vent or complain for a couple of minutes to clear it out of the way so that you can focus on the coaching.

Challenging / Requesting – There are times when I may make a challenge (to stretch beyond self-imposed limits) or a request (to do something that supports your goals) that seems to require a response. You may accept with a ‘yes’, decline with a ‘no’, or counter offer with what you are willing to do. Your control, your agency.

Designing the Alliance – From time to time, I will ask how the coaching group is functioning for you. It is a respectful invitation for you to provide honest feedback on what is working and what is not. Your voice is the best way for you to maximize your investment. No need to wait until I ask. One of the unique elements of a coaching partnership is the evolution and creation of the alliance to be exactly what you need.

Saboteur - A saboteur or gremlin is figurative language to describe the inner dialogue, or self-defeating critic that is in all of us. Gremlins abhor change and their main goal is to preserve the status quo. The gremlin loses its power when you identify it for what it is, become aware of the options and then consciously choose what it is you really want.

Inquiry – This term refers to a powerful question often given at the end of the session intended to deepen the learning over the ensuing week and provoke further reflection.

Intruding – There may be times where I will intrude on your story to cut to the heart and truth of what you are saying. This is different from interrupting as the intent is to keep the focus on you but to point out a hard truth such as ‘you are avoiding the issue’ or ‘you are kidding yourself’. The point is to be direct and allow you to immediately assess the situation.

PERSONAL LEADERSHIP DEVELOPMENT 101

COHORT GROUPS

Neuroscience research shows that we are most influenced by two things:

- 1) our own thinking and 2) the thinking of those around us

To maximize the learning, growth and stretch of personal development, please give consideration to participating in the monthly cohort learning during this course. Your attendance is encouraged, but not mandatory. As humans, we are wired with an addiction to be right. How we think, feel and choose makes perfect sense to us and therefore our patterns continue and growth remains, well, it remains stagnant, inactive or dormant. Interacting with others who will help you notice the story you tell yourself, serves to bring you to new decisions, new behaviours, and new outcomes.

Cohort? Tell me more.

- A cohort group is simply a smaller group of learners that take the course information and practise integrating into their own worldview, values, aspirations in a practical integration of habit and change. The group participants decide on a mutually-available time to meet once a month to support each other in the learning and application. Many groups find that setting the same time/day of week each month as the best way to keep this commitment of deeper learning.
- As this is a personal leadership group, I encourage your cohort to designate a revolving position of leader each month to lead the cohort in a learning environment for an enjoyable and beneficial experience for all. The leader's role is to facilitate the opening and closing of the meeting, acts as a timekeeper, ensuring everyone receives equal value (including themselves).
- A cohort group is encouraged to act as peer coaches, rather than as consultants or therapists. In other words, refrain from asking leading questions, solving their challenges, attempting to convert them to your worldview, tell them what to do/not to do from the perspective of your values or experience, or assume you are the expert on their life, focus or values. Instead, stretch your personal growth to remain curious, asking open-ended questions with curiosity, using their language or metaphors, values, purpose and world view (not yours). Support one another to take the next uncomfortable step toward a new more purposeful next decision, new thinking, and new actions that serve their desired outcomes.
- As the purpose of a cohort is to deepen the learning and forward your desired-outcome-actions, you will experience the results of 1) a deeper self-awareness and 2) deeper awareness of others-awareness.
- **A guideline for cohort discussion guide will be emailed to you following the completion of each module.** This is only a guide, adapt as it is most helpful to the change and impact you seek.
- For a reward of your precious time, bring a specific example of situations that require your personal leadership development growth

PERSONAL LEADERSHIP DEVELOPMENT 101

1:1 COACHING

Welcome to the space of equals to surface clarity, wisdom and insight.

1:1 coaching is a partnership with a professionally trained coach that stands with you, supports your values and purpose, notices the different lens or other systems with other eyes, notices what is being influenced by biases and beliefs and holds the trusted space for desired challenge or growth in alliance with your articulated aspirations.

A leadership coach is a navigation associate, a thinking partner that will hold your best, call out hard truths in ways that you identify and communicate as important. The agenda of growth and desired change belong to you. Identify a challenge, saboteur, barrier, or repeating pattern or goal that you want to change for an improved meaning or quality of life. Identify a measurable shift in behaviour, belief or measurable, observable result that you want to change.

Here is a sample of questions we might consider together: Is this your full potential? What is the assumption here? Where is fear present? Why this way of seeing the world? What do you gain from seeing it this way? How else could you see it? What other perspectives might you take? What keeps you from considering these possibilities?

Although books, podcasts, friends, colleagues and all manner of education are priceless, gifted and cherished teachers, there is something uniquely transformative in the trusted relationship of curiosity and a values-based presence that stays with you in the questions until you come through to the answers.

There may be coaching conversation where an epiphany will surface and immediately transform your perspective. Other times, the coaching conversation will be the tip of the iceberg, the greater work will continue after the coaching time, to reveal what has been hidden, ignored or set aside.

Neuroscience shows us that change is possible. Our mind influences the changes in our body and brain, and over time, transformation becomes the new default and norm. Being accountable to experiment with options and possibilities is an effective growth strategy. To anchor a new thought or behaviour in actions is a necessary part in rewiring growth, change or new habits at a cellular level.

The Personal Leadership Development (PLD) groups have an added value of 30 minutes of 1:1 coaching every month for the duration of the six-month course. However due to the extra complexity during a world pandemic, this value will be expanded to **one hour of 1:1 coaching per month** for the duration of the this PLD group.

PERSONAL LEADERSHIP DEVELOPMENT 101

PLD 101 note pages and Class Prep

To be organized is awesome for those who like to be organized.

It takes approximately 21 days of continuous *notice, name and choose* to build a long-term memory, which is not yet a habit. It takes approximately another two reps of the continual *notice, name and choose* to rewire change at a cellular level where your body begins to recognize the new way of thinking, feeling and choosing as a new default. How fascinating.

The PLD note pages are therefore an opportunity to track your commitments, notice their impact and provide the opportunity to evaluate and adapt in evolving alignment with your values, purpose and current complexities. It is helpful to journal the daily process, recheck, notice patterns and observe the thoughts and actions you are choosing.

The PLD note pages can also be used as an invitation to prepare for each class in honour of your learning, growing, changing journey. Thoughtful questions bypass our defaults and nonconscious ways of thinking and bring us to a more whole, more complete way of embodying transformative growth.

Following each class, you will receive an email with the PLD note pages for the next class. The note page will suggest pre-work on thoughtful questions to assist your learning journey.

It is super insightful to participate in a volunteer live coaching demo during the class. There is an entire different level of learning when being an active participator rather than a casual spectator. If you have a situation or challenge that you would be willing to participate in the live coaching demo during our call, have it prepped in your back pocket.

The situation or challenge can be a practical conflict or a belief or a behaviour which requires discomfort, uncertainty or a stretch of sorts. Bring an 'every day dishes' kind of challenge, not your fine china dishes (something that requires therapy) and not your plastic picnic dishes (something so simple that you can easily accomplish it without breaking a sweat).

As you participate in class, observe your response to the content, the questions or the input of others. Notice what surfaces in your thoughts, emotions and reactions. Suspend judgement (of self and others) and hold curiosity as one of the powerful learning competencies. Metacognition is a powerful skill that notices how you think about your thinking. Observation of your process, almost as if you were watching a movie of yourself, is an incredibly revealing mental health habit. And in all things, find the fun. Hold the lightness to buffer the stretch.

Oh, one more tip on class prep: the opening minutes of every class will begin with a check-in on your active reach, the commitments you made to yourself and what is emerging as conscious change and growth.

PERSONAL LEADERSHIP DEVELOPMENT 101

Zoom

Technology. How lovely.

When your PLD enrollment is confirmed by receipt of your first payment, an Outlook calendar invite will be sent your way and will include the Zoom link to the bi-weekly class.

Following each class, you will receive a link to the Zoom recording of the class as well as the PLD note page for the next class. **The Zoom recording is considered confidential**, and not to be shared. It is available for 2 weeks if you wish to review or go through any of its content. It will *only* be available for 2 weeks and then it will disappear. Technology. How lovely.

A few Zoom Room etiquette reminders. If you do not have Zoom, it is a free download at [zoom.com](https://zoom.us). Please do your best to join us in an uninterrupted, quiet space to maximize your shared learning time. If you need to change locations while on the call, it is advisable to turn off the video until you are settled again. As much as we are really interested in taking a tour around your house as you walk to a new location, it interrupts the flow of learning for the other participants.

Although Zoom is 2-dimensional, it holds a fantastic space as an enjoyable human connection time - it's (almost) like sitting in each other's living room, kitchen or office and participating in a lively conversation. The only thing is, you have to provide your own water or morning beverage. Almost the perfect life, but not quite. And for those moments, when you need a mind distraction, here's a Zoom Bingo card (because life is too serious to be serious all the time.)



PERSONAL LEADERSHIP DEVELOPMENT 101

Payment Schedule

Monthly pay plan or full pay plan – you choose.

The PLD schedule has been respectfully organized to best serve individual learning and set the context for development as it pertains to your long game. The payment schedule covers the bi-weekly full coaching classes for 6 months plus an added value of cohort applied learning plus an added value of 1:1 coaching every month. The monthly fee for this 6-month package is \$135 plus our lovely required gst of \$6.75 bringing the monthly total to \$141.75 per month.

Your enrollment in this course will be confirmed with the first month's payment of \$141.75.

Invoices will be sent out on the middle of the month, but feel free to choose any day to pay anytime before the last day of the month, by etransfer to lorraine@lorrainerichmond.com.

If unforeseen circumstances interrupt your budget, please contact me directly. *If you wish to pay the full fee up front, there is a discount of \$50.00, bringing the total fee to \$798.00 incl gst.*

Choose whatever payment plan suits you best.



LORRAINE RICHMOND
LEADERSHIP COACHING

1796 Olympus Way, Kelowna, BC V1Z 4A6

INVOICE

GST# R25403 2522 RTD001

DATE OF INVOICE:
INVOICE#:
TO:
... coaching brings people to excellence

DESCRIPTION	DATE	RATE	AMOUNT
Personal Leadership Development Course	6-month leadership coaching group	\$135/month + \$6.75/month <i>gst</i>	\$141.75 / month
<i>simple pay by monthly etransfer to lorraine@lorrainerichmond.com on any day of the month that best suits you although reminders will be sent mid-month (or pre-pay in one payment of \$800.50)</i>		Monthly Total	\$141.75/month
		Month 1	\$141.75
		Month 2	\$141.75
		Month 3	\$141.75
		Month 4	\$141.75
		Month 5	\$141.75
		Month 6	\$141.75

Meaningful Leadership is Value-Based and Purpose-Driven

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P. 250.808.5654

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PERSONAL LEADERSHIP DEVELOPMENT 101

You. You in the World.

Very few people can easily answer life's biggest questions. You will be one of the few.

LIFE'S BIGGEST QUESTIONS

1. Who am I?
2. Where am I going?
3. How will I get there?
4. What does it matter?
5. Who is going with me?



This course will bring clarity and language to life's biggest questions in a manner that is applicable to all areas of your work and life, from the boardroom table to the dinner table. All growth is personal growth. It's all about you – it's not all about you. It's about self-awareness, it's about others-awareness. It's about noticing the comfort zones and choosing the discomfort to step into growth and change. It's about you and it's about you in the world.

To maximize the context for learning, please be as specific as possible about the change and growth you want like to focus on for these 6-months. Here are a few thoughtful questions to inspire your growth goal(s): What behaviours or beliefs would you like to shift or change? What measurable results would you like to emerge with? What has held you back in the past? What is blocking your aspirations? What is the gap in the knowing-doing? What do you more of, less of, or want to change?

You are invited to *share this focus in your 1:1 coaching time*, and/or in the class or cohort time for support and additional resources for your personal leadership development.

YOUR PRIMARY FOCUS

Identify one to three areas that you want held as your main focus during this coaching partnership. For each focus area provide a simple heading and a description of a measurable result.

1. _____
➤ _____
2. _____
➤ _____
3. _____
➤ _____



PERSONAL LEADERSHIP DEVELOPMENT 101

Measure the ROI

How will you know if this course has been helpful or worth the investment? By measuring what matters.

How clear are you on:

1. Your current core values
2. Your personal greater purpose
3. Awareness of your discomfort zones



How satisfied are you with:

4. The focus of meaningful forward direction right now?
5. The current rate of momentum for what matters most?



Measure ROI: 1 is low – 5 is high	Start	3month	6month
How clear am I on my current core values?			
How clear am I of my personal greater purpose?			
How aware am I of my discomfort zones?			
How satisfied am I with my focus on a meaningful forward direction right now?			
How satisfied am I with the current rate of momentum for what matters most?			

How satisfied are you with:

Communication & collaboration
Ownership & accountability
Relationship & trustworthiness
Empowerment & equity with human dignity



Measure ROI: 1 is low – 5 is high. How satisfied am I?	Start	3month	6month
...with my level of COMMUNICATION with others?			
...with my ability to create an effective context for effective collaboration?			
...with my level of OWNERSHIP of my own circle of control?			
...with my diligent transparency of what I am accountable for?			
...with my level of input to building RELATIONSHIPS with others?			
...with my commitment and skills to build with all stakeholders?			
...with my beliefs and actions of how I EMPOWER others?			
...with my beliefs and behaviours on equity and human dignity?			

** Please return this poll to Lorraine at 3 months and 6 months. Your choice of course. Always your choice.

PERSONAL LEADERSHIP DEVELOPMENT 101

Next PLD Courses

Personal Leadership Development 101 on Tuesdays and 201 on Wednesdays bi-weekly for 6 months from 6:30a – 7:30a PACIFIC TIME		Start Date	
OPEN TO ALL: for anyone ready to increase and improve their personal leadership		September 2023	March 2023
COMPANY TEAMS: specifically, for organizations, business and companies who wish to register their internal teams for shared learning, development and success		October 2022	April 2023
RETIREES: specifically, for retirees interested in meaningful purpose and contribution		October 2022	April 2023
NON-PROFIT: open to leaders in non-profit and it's unique complexities		TBD	TBD
LIVE or WORK ALONE: specifically, for those who live alone, work alone or experience a silo effect in some way		TBD	TBD
HR PROFESSIONALS: specifically, for those who want to keep their own leadership current and relevant even as they influence a culture of growth for others		TBD	TBD

Next Personal Leadership Development 301 Groups This course will integrate the content and learning of PLD 101 and 102, plus more neuroscience, plus ethical coaching competencies, more practise, cohort learning plus 1:1 coaching availability. PLD 101 and PLD201 are prerequisites.	Projected start date: March or April 2023 Bi-weekly for 6 months 6:30a – 7:30a PT Monthly payment fee of \$185+gst (\$194.25) Pre-payment of first month \$194.25 holds your place.
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PERSONAL LEADERSHIP DEVELOPMENT 101

Module Content Outline

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.

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

Based on the immense intrinsic value of you as a worthy human being and based on rigorous research of neuroscience, this 6-month learning group will both challenge and support your personal leadership development. The content and discussion will invite curiosity, surprise, inspiration and applicable, practical follow-through on your capacity to lead yourself well. **Prior to the first class, book your 1 hour 1:1 conversation with Lorraine to go over the questions in the Welcome Packet that you will receive when initial registration payment is received.**

Your cohort group will be invited to formally participate:

- in Module 3.1 and 3.2, by leading our class in an opening exercise to prime us for learning
- in Module 6.2, by leading either a 10-minute opening or 10-minute closing exercise to deepen and celebrate our shared learning journey

The first meeting is an Intro Class to get acquainted. Please prepare to introduce yourself by sharing your answer to any one of the following questions and anything else you'd like us to know about you:

- 1) *What is your definition of success by fall 2021? How does this align with your definition of a successful life?*
- 2) *What is a metaphor for where you are right now?*
- 3) *Two things that fill/energize you and two things that totally deplete /drain you?*
- 4) *How would you describe your current personal leadership style and capacity? How would you like it to be?*

In the Intro Class, we will also create our unique Principles of Engagement for our group. This will be our commitment to notice what the expectations we have of each other. Typically, these are unspoken expectations of behaviours of others, but in this class, we will speak them. One of the strengths of our personal growth is to use our voice to make the invisible visible. We are 100% responsible for educating others how we wish to be treated. Such fun. I'll start the list, what would you like to add?

- 1) *Be you. Be real.*
- 2) *Bring your sense of humour, fun, a growth mindset and your curiosity*

Module 1 will begin on the 2nd week of our schedule.

This personal leadership development group is based on a coaching modality, neuroscience in a context holds the space for individuals to explore their own thinking, core values and greater purpose in context of the topics listed in the modules.

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.*

My Blueprint

My Meaningful Purpose

I exist to _____ for _____
so that _____

My Values

My Strengths

3 KEY LEADERSHIP DEVELOPMENT GOALS THIS QUARTER

Focus #1

Focus #2

Focus #3