



The Truth of Leading Others

Change How You Lead

The Truth of Leading Others is a learning experience that invites leaders at any level to discover the most effective leadership habits that drive high performance and employee engagement throughout your organization.



WHAT CLIENTS SAY

"This training is very well done and should be mandatory for all leaders." -Teri

"It was a great learning experience & totally different than the stereotypical leadership trainings!" -Katelyn

"The tools learned in this class will be paramount in helping us continue building our already outstanding culture." -Scott

The Truth of Leading Others program is designed to create a deep shift in leadership thinking by teaching the skills most associated with employee empowerment, performance improvement, and accountability. It is a multi-week course consisting of:

- Three, 4-hour live sessions (in-person or virtual options)
- Six on-the-job experiments
- Three hours of private, individual coaching per participant (virtual sessions)

LIVE SESSIONS (4 hours per session)

- **Stepping Back:** This session challenges participants to tame their need to control and learn to create an environment where employees can perform at their best.
- **Quality Conversations:** Leadership happens in a conversation, it's how people experience you as a leader. This session examines the most effective behaviors in any interaction – from conversations that create accountability to the ones that help people navigate change.
- **Coaching Performance:** This session teaches leaders the game-changing techniques and mindsets of successful professional coaches, modified for the realities of the role of a leader.

EXPERIMENTS (2 following each session)

Experiments are a unique element of our course design. We chose the word experiment because it perfectly captures the underlying purpose of the activity – uncertainty, curiosity, and discovery. Each experiment provides a set of instructions to try out a leadership skill on the job and write up a report of the “results” (this drives accountability and self-reflection). Experiments target skills such as: empowerment, empathy, and assessing the impact of change.

INDIVIDUAL COACHING (3 hours per participant)

Three hours of one-on-one coaching is the element of this program that has the most profound and immediate impact on participants. Our program facilitators are professional, certified coaches who have completed thousands of hours of leadership coaching. This means each participant will receive a powerful, personalized coaching experience. The coaching sessions allow participants to candidly discuss their leadership challenges in confidence and, using the leadership skills learned in the program, find new ways of thinking about and resolving those challenges. No theory here – just direct and immediate application.