



Our leadership programs revolve around our core purpose, which is to shape strategic choice points that inspire personal and professional success. We begin with the premise that increased awareness facilitates more conscious choices, which in turn leads to better decisions and meaningful results.

Our core leadership programs focus on three aspects of awareness: self-awareness, relational awareness and team/organizational awareness.

Personal Mastery/Power of Vision, Power of Choice

Key Focus: Self-Awareness

The Leader Within: Authentic Leadership and Presence

Key Focus: Self-Awareness

Leaders as Coaches: Coaching for Performance and Development

Key Focus: Relational Awareness

Interaction Styles

Key Focus: Relational Awareness

Masterful Conversations

Key Focus: Relational Awareness

Becoming a High Performance Team: Using the Skills of Facilitative Leadership

Key Focus: Team Awareness

Facilitation Essentials

Key Focus: Team Awareness

Out of the Box: Systemic and Strategic Thinking

Key Focus: Team Awareness

Conscious Leadership (originally Mastering Personal Leadership created for General Electric)

Key Focus: Self, Relational and Team Awareness

Quantum Coaching - Advanced Coaching Certification

Self Awareness:

Self aware leaders know their strengths and weaknesses. They have a deep sense of purpose and values and bring it to their work. They are aware what triggers their negative impulses and how to stay centered and constructive in face of these "triggers."

Social Awareness:

Social aware leaders sense other people's feelings and perspectives. They accurately assess the underlying interests of key stakeholders and the forces that shape their views. Understanding differing styles, temperaments and viewpoints become critical skills in working well with others.

Team Awareness:

Team aware leaders understand how to create a space where groups can tap into and fully utilize its collective wisdom. They engage the creativity, experience and commitment of a diverse team. They know how to organize and work with others.

Personal Mastery/Power of Vision, Power of Choice.

Key Focus: Self-Awareness

Achieve Personal Mastery and you get to the heart of creativity, innovation and learning. It generates the ability to create the results that you desire. It involves focusing on what is most important to you (in your business and/or personal life) and telling the truth about your current reality.

When we connect to what is truly most important to us personally and professionally - our vision - we gain a greater sense of commitment to act and produce meaningful results. At the same time, if we don't understand the nature of current reality, we're likely to take action that is not grounded. Inc. Magazine reports most new ventures fail not for lack of vision but rather for the inability to accurately assess current reality. Topics include:

- Assessing current reality including deeply held beliefs
- Mastering creative tension vs. emotional/psychological tension
- Establishing a powerful vision
- Making powerful choices
- Automatically redirecting negative thoughts/feelings

The Leader Within: Authentic Leadership and Presence

Key Focus: Self-Awareness

Leadership approaches of the past have contributed to the current economic, social and political landscape. They have also led to leaders who may have achieved short-term economic success, but created long-term unintended consequences on their personal and organizational life. This intensive workshop goes beyond 'what' leaders do and 'how' they do it to explore 'who' am I as a leader in all areas of one's life. This workshop is intended for leaders who consider personal inner work of primary significance to their leadership effectiveness and who are seeking a more authentic experience and expression of themselves as leaders. Intended outcomes include:

- Initiation into more authentic expression
- Increased alignment with one's true nature and purpose
- Integration of disowned aspects of self
- Understanding various 'identities' that impact one's leadership
- Moving beyond the limits of personality to foster greater inspiration and innovation
- Developing and maintaining a creative orientation to life
- Seeing leadership as service
- Powerful practices to support evolution into one's full power and natural leadership.

Leaders as Coaches: Coaching for Performance and Development

Key Focus: Relational Awareness

Leaders today are faced with the challenge of being technically strong, delivering on results and needing to engage a high performance workforce. A significant key to engaging and developing this workforce is being able to hold coaching sessions on performance, job development and career goals. Being a leader who coaches is more than just giving direction. It is creating an environment and relationship in which employees want to learn, develop and perform to their highest potential. The coaching conversation is the vehicle for building engaged relationships that lead to high performance. Topics for Leaders as Coaches include:

- definition of coaching and the distinction between coaching and mentoring
- core coaching skills (advocacy, inquiry and reflective listening)
- a coaching roadmap/model
- applying the model through designing a partnership, exploring gaps, problem solving, planning and follow through
- an understanding of each participant's learning and interaction styles and blindspots so as to bridge more effectively to the coachee
- performance feedback and developmental plans

Interaction Styles

Key Focus: Relational Awareness

Leaders and team members must consistently communicate and work with people who have a variety of interaction styles. Seventy-five percent of the people we deal with are different than ourselves. It is important to be flexible and tailor speech, body language, and approach so that others become more open to listen and accept ideas.

This is especially important in critical business situations, such as when you are selling, problem solving, working on a team, or providing customer service. When you can spot cues and subtle differences in the way people interact, you can effectively deal with team members, employees, peers, and customers.

This half-day or full day course provides each participant with their interaction style profile and offers them the skills and mindsets necessary to effectively flex and communicate with others.

Masterful Conversations

Key Focus: Relational Awareness

Have you ever struggled to provide difficult feedback to a direct report? Do you find it difficult to raise a tough topic with your manager? Would you like to be able to transform conflict with a peer into a productive conversation? In this dynamic and interactive course, participants are introduced to the key tools and elements that facilitate masterful conversations while preserving important relationships.

Masterful Conversations is designed to help you learn the core skills and mindsets necessary for initiating and leading a difficult conversation. Participants will gain an understanding of the use of advocacy, inquiry and the ladder of inference, practice using the skill of reflective listening to empathize with another person's strong feelings while not necessarily agreeing/disagreeing with the other person's point of view, and be able to manage one's own judgments and strong feelings and transform those for productive purposes in the conversation.

Becoming a High Performance Team: Using the Skills of Facilitative Leadership

Key Focus: Team Awareness

Teams become high performance teams when they operate in a state of flow. Flow is a mental and emotional state of operation in which the team is fully immersed in what they are doing, characterized by a feeling of energized focus, full involvement, and success in the process of the activity.

Becoming a High Performance Team focuses on 8 key practices that facilitate the experience of flow for teams. These include:

- developing an inspiring vision,
- dealing with differences,
- facilitating collaboration,
- balancing task, process and relationship,
- decision-making,
- clarifying values,
- dealing with triggers,
- appreciation.

This program is ideal for intact teams or for those leaders who wish to create a more collaborative team/organization.

Facilitation Essentials

Key Focus: Team Awareness

This course is essential for anyone who leads meetings, project teams, group gatherings (such as trainings, workshops, or learning groups). The program focuses on how to successfully guide groups so that their desired outcomes are achieved in a way where participants feel included and engaged. Topics covered include:

- setting up gatherings for success (clarity on desired outcomes, agenda, roles and responsibilities),
- facilitation tools that generate creativity and innovation AND focus on results,
- dealing with conflicting points of view,
- how to work with difficult behaviors,
- effective follow-through.

Out of the Box: Systemic and Strategic Thinking

Key Focus: Team Awareness

Often in times of challenge and change, teams and organizations engage in a reactive orientation and often act with haste. What they miss is creating a compelling new vision and innovative strategies. Everyone in the organization needs to learn to challenge the status quo and think outside the box.

The current economic crisis is unprecedented. Business as usual will not suffice. As Albert Einstein said: *"No problem can be solved from the same consciousness that created it – we must learn to see the world anew."* We need "Out-of-the-Box" mindsets and tools to meet today's challenges and create strategies for long-term sustainability and growth. This course will introduce a spectrum of tools and paradigm-shifting models that involve:

- Quantum Systemic Thinking
- Identifying Unique Value Propositions
- Accessing Intuition
- Unleashing Creativity, 'Theory U'
- The Power of Presence & Social and Emotional Intelligence

Conscious Leadership

Key Focus: Self, Relational and Team Awareness

This powerful and effective developmental program designed to help leaders understand how “who they *are* drives what they *do* and the impact they *have*.” This program focuses on integrating self, relational and team awareness. Its focus is on discovering and releasing one’s *authentic* leadership. Ralph Waldo Emerson captures the spirit of this seminar; “Who you are speaks so loudly I can hardly hear what you are saying.”

Companies facing transitions, businesses “reinventing themselves,” and organizations working in new competitive challenges will benefit from sending participants. Through refined self-awareness, leaders learn to embody and model the changes they are seeking to effect in their organizations. Our approach works from the inside out: with enhanced self-understanding, participants focus on a proven model of leadership success and create actionable strategies to deliver exceptional leadership results.

Program outcomes include:

- Clarify and fully “own” your values so as to create a powerful link between personal purpose and a larger sense of team and organizational purpose.
- Learn to facilitate potent conversations that build organization alignment and produce exceptional results.
- Identify and understand the role that mental models play in determining leadership effectiveness.
- Learn how to work with your emotions to avoid producing unintended, unwanted consequences.
- Engage others in a meaningful purpose that inspires and motivates everyone.
- Design a work effort using three dimensions of success - task, relationship and process.
- Build and lead high performing teams
- Create a “learning” culture

This program is delivered in two, five-day sessions in conjunction with monthly coaching calls for a six-month period. (The course may be customized into a one week or two 3-day session) Participants are supported in implementing the program skills throughout the program through the coaching sessions over the course.

Quantum Coaching - Advanced Coaching Certification

The ChoicePoint Professional Coaching Certification is designed for HR Professionals, practicing coaches and those who seek to expand their coaching competencies in a professional application such as general management and leadership development.

The certification program is a seven-month process that is conducted mainly via teleclass. The program will commence with "a live in-class session" in Boulder, Colorado October 23rd through the 25th. This in-depth skills training includes experiential learning of coaching models and tools, "live" coaching clinics, classroom sessions, coaching of the certification candidates and one-on-one supervision of actual coaching sessions.

Participants will not only gain core coaching competencies but also a greater degree of self-awareness and personal leadership development. We believe that coaching skills are enhanced when coupled with this self-awareness.

Certification Program Benefits:

- Participation in a rigorous program that enhances your personal development as well as your professional skills
- In-depth one on one feedback on your coaching skills/competencies
- Increased confidence to develop meaningful, authentic coaching relationships which deeply serve those you are coaching
- Affiliation with a network of professional coaches
- On-going education opportunities