



THE LENS LEADERSHIP

The primary reasons great employees stay at a company:

Growth and development, good pay and benefits, integrity, work-life balance, recognition and appreciation, belief in company mission and future vision, trust by leadership, work that feels satisfying, being asked for input and ideas, strong sense of purpose, talented co-workers, transparency, fairness and consistency, involvement and belonging, and good relationships with managers and teammates.

An investment in coaching for high potential/rising star team members, is not only an investment in a coach, but even more importantly, an investment in believing in the value each member of your team brings to the whole, an investment in team connectivity, and an investment in the long-term well-being of every player in the organization.

6-month Enterprise Team Package: (pricing upon request)

Combines individual coaching with thought-provoking team development and learning opportunities that can be leveraged for short and longer-term individual and team success. Program includes **Leadership Coaching** + **Curriculum** + **Workbook with Exercises**

Leadership Coaching for individual team members

These are 45-minute leadership coaching sessions **live in an office or over Zoom** (*COVID rules and safety considered*), focusing specifically on the needs of each unique individual, their opportunities, challenges, vision, strengths.

Spec:

- 1 x per month for (each of) up to 10 individuals
- We will select specific days in each month in which coaching sessions can take place in person or via Zoom.
- The package assumes up to 10 individuals* in a company will each be offered 6 coaching sessions to schedule for agreed-to dates/times over the package term.
- It is up to each coachee to schedule times once agreed-to dates are in place.
- Discovery documentation will be provided prior to initial meeting. This pre-work is provided to give coachees the opportunity to be introspective, and to give us both a baseline from which to form a meaningful partnership.

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Monthly Zoom-led Leadership trainings covering topics that can be applied BOTH at the individual level and at the macro business level

Each focused workshop will be 75-90 minutes and will cover a specific topic or two related topics. There will be **engaged discussion** and **interactive exercises** during each session, as well as **thought-provoking challenges** to take away, discuss in 1:1 coaching, and use in everyday life.

Spec:

As a part of the Enterprise team package, workshops will be delivered for up to 20 participants**, 1 x per month.

Session topics include:

- Knowing Your Strengths & the Leader Within
- Listening to Understand (our teammates, customers, partners...)
- Developing Allies
- Networking for Success
- Owning Our Values & Overall Fulfillment
- Perception Shapes Every Outcome: The Power of Choice
- The 4 Pillars of Wellness (Fuel In, Move to Thrive, Calm the Soul, Joy Up)

While manager or team sharing is encouraged for some exercises to build inclusiveness and understanding (such as Developing Allies or Owning Our Values), participants may or may not feel comfortable sharing. My commitment is to honor the privacy of everyone throughout our relationship. When managers and team members feel heard, valued, and supported over time, sharing will become more of a practice than an exception, as employees thrive in an environment of inclusiveness.

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Lessons in Life and Leadership Workbook

At the conclusion of the 6-months, participants will be given the Lessons in Life and Leadership Workbook, complete with exercises used in the workshops, and additional tips to help revisit ideas and topics covered over time.

* If there is a desire for leadership coaching of more than 10 people, we can discuss flexibility or an additional/appropriate second coach can be incorporated into the package for an incremental fee.

** For an additional charge, workshops may be replicated on additional dates.

*** All Enterprise Packages are considered HIGH-TOUCH and can be developed further based on the specific needs of an organization. 360 feedback services options may also be requested.



Course Descriptions:

Course	Course Description	Value to the Business
<p>Knowing Your Strengths & the Leader Within</p>	<p>In this course, participants will consider the value of their strengths as part of a team, and who they are as a leader in the world. Breakouts and guided visualization will be used in class, and a special assignment will be given for consideration, feedback, and long-term introspection at the end of class.</p>	<p>DEVELOPING CONFIDENT TEAMS: Team players who are clearer and more confident in the value and strengths they bring to the success of the whole business.</p>
<p>Listening to Understand (our teammates, customers, partners, friends, family members...)</p>	<p>We have varying layers of listening when we are in relationship with others. In this class we will review the layers of listening and discuss listening and asking from a space of curiosity and caring. We'll build a deeper connection as we practice in dyads and set an intention for the weeks ahead.</p>	<p>CONNECT AND COLLABORATE: Promotes collaboration through trust and connection as team members become more in tune with listening and caring for each other, partners, and customers from a space of curiosity.</p>
<p>Developing Allies</p>	<p>Have you ever felt more confident because you were wearing a certain pair of shoes?</p> <p>This is a short class that looks at the power of allies (typical and atypical types of allies) as leaders in our lives and in business. We will do an exercise to consider our allies, and break into small groups to share why and how they can be used to support us in and outside of the workplace.</p>	<p>ACCELERATE OUTCOMES: Being aware of our most connected allies – from an individual level or a business level – can accelerate problem solving, even when the stakes are at their highest.</p>
<p>Networking for Success: Who Are the People in Our Neighborhood?</p>	<p>Our network is very powerful tool for connection and success. Some of us say we have great networks. Some of us aren't so sure. Everyone wants to know how to enhance their network. In this class we'll build out a network map by defining the different types of connections that exist in a solid network. Team members will leave the course with a foundational map from which to build a great personal network for use in and outside of the workplace.</p>	<p>ACCELERATE OUTCOMES: The power of our network – it helps us get the job done, probe for new opportunities, problem solve, help others. Everything we do comes down to the strength of our relationships – without which pipelines are short-term, and the biggest challenges become a lot harder. Every person in this workshop will walk out with a strong understanding of their network, and where they can fill in the holes.</p>
<p>Owning Our Values & Overall Fulfillment</p>	<p>The link between values and fulfillment is a strong one that can provide</p>	<p>DEVELOPING CONFIDENT TEAMS: Fulfilled team members are</p>



	<p>meaningful clues to managers and teammates about what makes a person tick and how they make choices. We often forget to honor our personal values fully, and this manifests in our behaviors. In this workshop, we will look at this important connection and set attendees up to look deeply at what truly matters to them as an individual, and how to approach work and life in honor of that.</p>	<p>excited to get up and go. When we stop to connect with what our most important values are (as humans first, then as a company), and we are supported in honoring them, we bring joy to everything we do in and outside the workplace.</p>
<p>Perception Shapes Every Outcome: The Power of Choice</p>	<p>Is it the lens out of which we perceive the world that tells us this person doesn't want to work with us, that we are less than, that we can't accomplish a challenge? In this class we will discuss what it can mean to pause, and proactively choose the lens out of which we want to face challenges, opportunities, and relationships.</p>	<p>ACCELERATE OUTCOMES: When we are mindful of choice, and we develop a practice around shifting the lens (perception) out of which we take on conversations, projects, challenges, and opportunities, we strengthen our ability to reach more meaningful outcomes.</p>
<p>Our Greatest Wealth Is Health: The 4 Pillars of Wellness</p>	<p>In this class, we look at the role overall physical and mental wellness plays in our ability to charge into and through the opportunities and challenges life brings to the table. We'll look at 4 core pillars: 1) Fuel In, 2) Move to Thrive, 3) Calm the Soul, 4) Joy Up; we'll discuss habit forming, and we'll break into groups for deeper ideation.</p> <p>Note: I am also an IIN-certified health coach and former fitness coach</p>	<p>DEVELOPING CONFIDENT TEAMS: Whole wellness makes for healthy, energetic, calm, focused, fun, and confident employees, and leaders in life.</p>

