



# **LEADERSHIP BREAKTHROUGH: *WALK THE TALK OF CHANGE***

A powerful development process designed to catalyze breakthrough in leaders, teams and their organizations.

**PROGRAM OVERVIEW**

# TABLE OF CONTENTS

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<b>Introduction .....</b>	<b>1</b>
<b>Outcomes We Guarantee .....</b>	<b>2</b>
Leadership Breakthroughs.....	2
Team Breakthroughs .....	2
<b>Design of the WTTC Process .....</b>	<b>3</b>
<b>Key Topics.....</b>	<b>3</b>
Self Mastery.....	3
Relationship Mastery and Communications .....	4
Team Mastery.....	4
Organizational Culture and Transformation.....	4
<b>Objectives and Logistics by Program Phase.....</b>	<b>5</b>
1. Program Launch and Pre-Work Activities.....	5
2. One-on-One Interviews with a WTTC Program Coach.....	5
3. Walk the Talk of Change Retreat .....	6
4. Post-Retreat Coaching Call .....	6
5. Follow-Up Online Session.....	7
<b>Professional Credits .....</b>	<b>7</b>
<b>Next Steps .....</b>	<b>8</b>

## Introduction

*Leadership Breakthrough: Walk the Talk of Change (WTTC)*, is an extremely powerful leadership development process designed for individual executives, leaders, and leadership teams. Many leaders describe it as “life and career changing” because of its deeply personal nature, and its application to both business and personal life. WTTC is about pursuing breakthroughs within yourself to generate breakthroughs in your work and life. We help you identify the personal breakthroughs you are after when you enter the program. Then, throughout the program, we show you how to achieve those breakthroughs.

The purpose of *Leadership Breakthrough: Walk the Talk of Change* is to catalyze breakthroughs in leaders’ awareness, behavior and skill that radically improve the quality of their individual performance, relationships, team performance, and their ability to lead their organizations to extraordinary business and cultural outcomes.

Leadership Breakthrough is affectionately called “Walk the Talk” by participants because it enables them to do just that – to consistently express their Best Self in their daily actions. You will find that this consistent leadership modeling of your new, positive ways of being, working and relating will impact your people and culture in powerful ways. It deeply changes how you engage and relate with others, including your family and friends.

*Walk the Talk* is founded on the fundamental principle that all human excellence comes from within, from one’s ability to access higher states of Being, often called being in “the zone” or “flow.” WTTC teaches leaders and teams the inner dynamics of optimal performance and human development, and how to apply them in their self-leadership and leadership of others.

Each WTTC program is shaped by and delivers outcomes unique to participants’ most pressing agendas, like implementing key business strategies, solving market or customer challenges, innovating, or transforming culture. The experiences you have and what you learn apply directly to achieving yours and your most essential organizational outcomes.

## Outcomes We Guarantee

<ul style="list-style-type: none"> <li>➤ Increased transformational leadership</li> <li>➤ Increased ability to see solutions to complex strategic challenges</li> <li>➤ Improved modeling of desired behaviors</li> <li>➤ Greatly improved ability to stay centered amid stress and challenge</li> <li>➤ Increased ability to see new perspectives</li> <li>➤ Increased self-awareness, mindfulness and self-understanding</li> <li>➤ Higher emotional intelligence and appreciation of diversity</li> <li>➤ Improved ability to inquire, learn and course correct</li> <li>➤ Increased ability to manage and change self-limiting mental, emotional and behavioral patterns</li> <li>➤ Increased ability to move beyond command and control to more effective forms of co-creative leadership</li> <li>➤ New found ability to deliver your full potential and lead from your Best Self</li> </ul>	<ul style="list-style-type: none"> <li>➤ Increased ability to lead transformation successfully</li> <li>➤ Increased trust and authenticity among team members</li> <li>➤ Increased team alignment and cohesion</li> <li>➤ Increased ability to solve strategic challenges together</li> <li>➤ Improved ability to deal with complexity</li> <li>➤ Better communications: openness, listening, truth-telling and ability to dialogue through tough conversations to decision</li> <li>➤ Enhanced collaboration and cross-boundary support</li> <li>➤ Greater innovation and creativity</li> <li>➤ Increased understanding of people and human dynamics</li> <li>➤ Increased ability to coach and motivate others</li> <li>➤ Increased ability to see into the future and set up the organization for ongoing success</li> </ul>

## Design of the WTTC Process

The power and effectiveness of *WTTC* occurs because of four design features:

- A balanced mix of many different learning modalities: adult experiential learning, short lecturettes, simulations, one-on-one discussions, team exercises, visualizations, assessments, video, feedback, small group discussions, readings, role plays, and outdoor experiences.
- The weaving of the above learning modalities through four different, yet fully integrated areas: 1) Self Mastery; 2) Relationship Mastery and Communications; 3) Team Mastery; and 4) Organizational Culture and Transformation. The exploration of these areas reveals the underlying human dynamic that governs behavior and performance at all levels of scale. This dramatically increases leaders' ability to lead individuals and the organization to sustained excellence.
- Embodied self-management practices that enable leaders to access higher states of awareness in real time, in all situations, so they change behavior and optimize their own performance, even under high stress.
- Immediate and consistent application of the key insights, tools and skills of the program to the participants' real leadership and change leadership challenges.

## Key Topics

The agenda of *Leadership Breakthrough: Walk the Talk of Change* includes these key topics:

### Self Mastery

- Identify the Personal Breakthroughs you are pursuing
- Breakthrough practices: daily techniques to evolve yourself from the inside out
- Optimizing: how to manage your inner state for high performance
- The universal personal change process and how to apply it to transform mindset, emotional reactions and self-limiting behaviors
- Conscious awareness: what it is, how to develop it, and why it is the single most important success factor in leadership
- How to consistently model desired values, behavior and culture
- Life Styles Inventory Assessment and your personal style
- How mindset and perception determine your performance and leadership style
- The "zone"—the internal mental and emotional state of optimal performance – and how to experience it
- Breathing and centering techniques for increased personal performance amid the chaos of change
- Mental conditioning and belief systems, and their impact on leadership behavior and performance

- Self-limiting behavioral patterns and how to identify yours
- Self-reflection: cultivating a deeper and broader awareness of one's personal strengths and weaknesses

## Relationship Mastery and Communications

- Relationship dynamics and their impact on outcomes
- How to build relationships of trust
- Communicating for impact: how communicating from your higher self draws people to theirs
- Active listening: how it deepens relationships
- "Center-to-Center" communications and its impact on resolving conflict and increasing employee trust and engagement
- Self-disclosure and truth-telling: how to do it in a way that has positive impact on people and change
- Levels of conversation and how to deepen them for greater impact
- Substantially improving relationships, communications and trust with team members

## Team Mastery

- High performing team dynamics and how to co-create them
- The transformation from a group to an aligned and committed team
- Healthy discourse: how it catapults teams to extraordinary success, and why most teams cannot do it
- How to make a team a conscious learning environment, and what destroys this possibility
- Truth-telling in teams, and how to ensure that it adds value, is respectful, and delivers positive results
- Course correcting team dynamics: how to intervene and catalyze the team to grow

## Organizational Culture and Transformation

- Walking the talk: how leadership modeling sets the tone of high - or low - organizational performance
- The inadvertent things many leaders and leadership teams do to cause a low-performing culture
- Building a co-creative culture of accountability, collaboration and trust
- Leadership behavior and how it establishes the characteristics of your culture

# Objectives and Logistics by Program Phase

*Leadership Breakthrough: Walk the Talk of Change* is a leadership development process, not simply an event. Minimally, it is a 2-month engagement. After you complete WTTC, you may choose to continue your development in Being First's *Self-Mastery* curriculum (with family or other team members). These options give leaders opportunities for further development, follow-up and reinforcement.

There are five phases to the basic *Leadership Breakthrough: Walk the Talk of Change* process:

## 1. Program Launch and Pre-Work Activities

### Objectives

- Participants enroll, access the online program resources, and complete assessments before their pre-retreat interview

### Logistics

- Access the Being First learning platform during self-enrollment and/or via an email from Being First
- Launch the Course Pre-Work
- Participants complete and submit required documents and assessments by due dates

## 2. One-on-One Interviews with a WTTC Program Coach

### Objectives

- Help participants begin to establish the personal leadership breakthrough they are going for in the program
- Clarify personal learning objectives
- Begin participants' introspection and self-discovery
- Answer any specific questions

### Logistics

- Schedule interview two to three weeks in advance of the Retreat
- Confirm Zoom application readiness
- Have a 75-minute discussion on Zoom with a WTTC Program Coach



### 3. Walk the Talk of Change Retreat

#### Objectives

- Experientially establish self-awareness, mastery and Presence as the source of great leadership, and begin to increase each of them
- Increase understanding of how all human excellence – whether as individuals, in relationships, teams or organizationally – begins in one's interior (mindset and awareness)
- Gain insight about how to apply the above realization pragmatically in one's leadership of people and in one's organization
- Significantly increase one's understanding of human dynamics and how best to manage them to bring out the best in oneself and others
- Learn the pragmatic self-management practices of Olympic athletes and build skills to be able to shift one's internal state to higher levels for improved performance and leadership
- Increase interpersonal communications skills to better engage and motivate others
- Learn methods for improving relationships within the one's team; including how to resolve difficult past history and establish a foundation for breakthrough going forward
- Learn ways to establish a conscious, learning orientation that will allow one's team to grow
- Increase one's ability to model their organization's desired values, culture and behavior, and to support others to do the same

#### Logistics

- 3.5 days – full days Tuesday, Wednesday and Thursday, half day Friday
- Conducted at the Being First Center for Achieving Breakthrough in Durango, Colorado, a beautiful residential executive retreat center in a natural, mountain environment

### 4. Post-Retreat Coaching Call

#### Objectives

- Further participants' ability to successfully apply what they learned in the Retreat
- Continue encouragement to maintain participants' motivation to pursue their personal breakthroughs and the practices that support them
- Help participants navigate challenges and resolve problems related to their leadership, relationships and communications, and team performance
- Answer questions and provide support



## Logistics

- One post-retreat 60-minute coaching call by phone or Zoom, two to three weeks after the Retreat

## 5. Follow-Up Online Session

### Objectives

- Learn advanced material and take what was learned at the Retreat to the next level
- Provide encouragement and help individuals navigate live leadership challenges and resolve questions
- Deepen the participants' application of their learning to their personal and organizational success
- Align the participants' around their personal choice to continue pursuing their conscious and intentional self, relational and team development

### Logistics

- 3-hour online session, one month after the Retreat

## Professional Credits



### SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)

#### 38 SHRM Professional Development Credits

Being First is recognized by SHRM to offer 38 Professional Development Credits (PDCs) towards SHRM-CP® or SHRM-SCP®.



### HUMAN RESOURCE CERTIFICATIONS INSTITUTE (HRCI)

#### 34 HRCI Business Recertification Credit Hours

This program has been approved for 34 Business recertification credit hours towards aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

*The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.*

## Next Steps

For more information, to schedule a program, or to assess the fit of *Leadership Breakthrough: Walk the Talk of Change* with your team's needs and objectives, *Contact Being First at +1 .970.385.5100.*

[Or click here to schedule a meeting to discuss if \*Walk the Talk\* is right for you.](#)