

Leadership and Team Development Solutions



We focus on the "**Human eLement**" to inspire leaders and teams to think differently and get results. This includes leaning into your career, leading yourself to emerge, leaping up to surge, and linking and connecting with others. Start where you are for the greatest impact.

Learning Journeys*

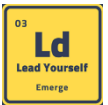


LEAN into your career

Learn how you can leverage your strengths and passion to reach your career goals

Learning Modules

- Discover Your Strengths
- Real Colors Fundamentals
- Your Personal Brand
- The Agile Learner



LEAD yourself to Emerge

Learn how to lead yourself first to lead others and emerge as the best version of yourself

Learning Modules

- Leading with Strengths
- Your Leadership Brand
- Giving & Receiving Feedback
- "C" Yourself Coaching Model



LEAP up to Surge

Learn to step up as a leader with more to get results and surge

Learning Modules

- The Emotional Intelligent Leader
- Strategic Thinking
- Influencing Others
- Leading Change



LINK and connect with others

Learn as a team how to connect and engage with others for optimal team and business results

Learning Modules

- Team Strengths
- Real Teams
- Communicating with Impact
- Team up for Results

** Please note that all Learning Journeys can be customized to fit needs and modules can be individually taken. Please reach out to Spotlight Consulting for more information.*

Learning Journeys Structure

Human element Solutions	LEAN In on purpose	LEAD Yourself to emerge	LEAP Up to surge	LINK and connect with others
Target Audience	New or Career Transition	Emerging Leaders	Experienced Leaders	Teams
Program Duration	4 Sessions – 4 hours each	5 Sessions – 4 hours each	4 Sessions – 4 hours each	4 Sessions – 4 hours each
Cadence	Weekly or Bi-Monthly	Weekly or Bi-Monthly	Weekly or Bi-Monthly	Weekly or Bi-Monthly
Assignments	Pework Assessments 2 application assignments between sessions	Pework Assessments 2 application assignments between sessions	Pework Assessments 2 application assignments between sessions	Pework Assessments 2 application assignments between sessions
Tools	Career Planning Map Real Colors Assessment Gallup Strengths	Leader’s Dashboard Gallup Strengths Leadership Challenge	Leader’s Dashboard 360 Assessment Leadership Challenge	Gallup Strengths Real Colors Assessment Team Challenge Team Building
Individual Coaching	Career Coaching Available	Leadership Coaching Available	Leadership Coaching Available	Team and/or Individual Coaching is available
Modules <i>Each module is 3-5 hours each</i>	<ul style="list-style-type: none"> Discover Your Strengths Real Colors Fundamentals Your Personal Brand The Agile Learner 	<ul style="list-style-type: none"> Leading with Strengths Your Leadership Brand “C” Yourself Coaching Model (2 sessions) Giving & Receiving Feedback <p><i>Prerequisite: Discover Your Strengths</i></p>	<ul style="list-style-type: none"> The Emotional Intelligent Leader Strategic Thinking Influencing Others Leading Change 	<ul style="list-style-type: none"> Team Strengths Real Teams Communicating with Impact Team up for Results <p><i>Prerequisite: Real Colors Fundamentals & Discover Your Strengths</i></p>

Also Available

- Teambuilding events
- Integrity Coaching
- Integrity Selling
- The Customer Experience
- Building Resilience
- Unlocking Innovation
- Individual and Team Coaching