

Leadership and Team Development Solutions

We focus on the "**Human eLement**" to inspire leaders and teams to think different 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 <ul style="list-style-type: none">• Discover Your Strengths• Real Colors Fundamentals• Your Personal Brand• Seeking Feedback
LEAD yourself to Emerge Learn how to lead yourself first to lead others and emerge	Learning Modules <ul style="list-style-type: none">• Leading with Strengths• Real Colors Leadership• Your Leadership Brand• Giving Feedback
LEAP up to Surge Learn to step up as leader with more to surge and get results	Learning Modules <ul style="list-style-type: none">• Leading with Emotional Intelligence• Influencing Others• "C" Yourself Coaching Model• The Change Leader
LINK and connect with others Learn as a team how to connect and engage with others for optimal team and business results	Learning Modules <ul style="list-style-type: none">• Team Strengths• Real Colors Application• Conflict Navigation or 5 Dysfunctions of a Team• Change Style Indicator

** 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	Newer & Emerging Leaders	Experienced Leaders	Teams
Program Duration	4 Sessions	4 Sessions	5 Sessions	5 Sessions
Cadence	Weekly or Bi-Monthly	Weekly or Bi-Monthly	Weekly or Bi-Monthly	Weekly or Bi-Monthly
Assignments	Pework Assessments 3 application assignments between sessions	Pework Assessments 3 application assignments between sessions	Pework Assessments 4 application assignments between sessions	Pework Assessments 4 application assignments between sessions
Tools	Career Planning Map Real Colors Assessment Gallup Strengths	Leader's Dashboard Real Colors Assessment Gallup Strengths Leadership Challenge	Leader's Dashboard Genos Leadership 360/180 EI Gallup Strengths	Genos 360/180 EI Gallup Strengths Real Colors Team Challenge
Individual Coaching	Career Coaching Available	Leadership Coaching Available	Leadership Coaching Available	Team and/or Individual coaching available
Modules <i>Each module is 2-4 hours each</i>	<ul style="list-style-type: none"> Discover Your Strengths Real Colors Fundamentals Your Personal Brand Seeking Feedback 	<ul style="list-style-type: none"> Leading with Strengths Real Colors Leadership Your Leadership Brand Giving Feedback <p><i>Prerequisite: Real Colors Fundamentals & Discover Your Strengths</i></p>	<ul style="list-style-type: none"> Leading with Emotional Intelligence Influencing Others "C" Yourself Coaching Model – (2 sessions) The Change Leader <p><i>Prerequisite: Discover Your Strengths</i></p>	<ul style="list-style-type: none"> Team Strengths Real Colors Application Conflict Navigation or 5 Dysfunctions of a Team (2 sessions) Change Style Indicator <p><i>Prerequisite: Real Colors Fundamentals & Discover Your Strengths</i></p>

Also Available

- Integrity Coaching
- Integrity Selling
- The Customer Experience
- Unlock your Creativity
- Individual and Team Coaching