

THE MISSION-DRIVEN FACILITATOR[®]

Is your organization already paying for ineffective leadership—through burnout, turnover, underperformance or quiet quitting? Are your people in leadership positions unable or unwilling to hold others accountable for their performance?

The MDF experience is designed to **strengthen trainers, talent development professionals, HR managers, and leadership development facilitators** so they can return with advanced facilitation capability, a proven servant leadership curriculum, and tools to be applied immediately inside the organization.

FACILITATORS RETURN WITH:

- A proven leadership curriculum they can bring back and use internally
- Stronger facilitation skills that help move people from understanding to action
- Sharper feedback, redirection, and communication capability
- Greater emotional intelligence and discernment under pressure
- A practical framework for developing others in ways that support culture, engagement, and performance

WHY THIS MATTERS NOW

- Gallup reports that U.S. employee engagement fell to 31% in 2024.
- Gallup estimates that disengaged employees account for approximately \$1.9 trillion in lost productivity in the U.S.
- SHRM says the cost of replacing an employee can range from 50% to 200% of annual salary.
- McKinsey reports that toxic workplace behavior was the biggest predictor of intent to leave.
- LinkedIn's 2025 Workplace Learning Report says organizations with mature career development programs outperform others.



Stronger leaders.
Better results.



Increase Engagement.
Reduce Turnover.



Stronger Loyalty.
Increased Revenue



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ROI

This experience is designed to directly impact the people responsible for developing the leadership skills of others, thereby creating a multiplier effect across your entire organization.

When this program:

- retains even one high-performing employee
- improves the effectiveness of one struggling leader
- strengthens leadership across a single team

...the return on investment will immediately outweigh the cost of attendance.

Beyond the participant, this investment builds internal leadership development capacity—reducing reliance on external training and creating a repeatable experience that can be used across your organization.

With over two decades of implementation across corporate, academic, government, and nonprofit sectors, it has been shown that 68% of graduates who fully apply the curriculum step into expanded leadership roles within 12 months.

ABOUT BGL'S FOUNDER

Kristal Markle-Temons is a bestselling servant leadership author, leadership consultant, and speaker known for helping organizations strengthen culture through servant leadership, facilitation, and organizational development.

Her client and employer experience includes: Discovery Channel, Forbes, Eaton, Deloitte, Kulicke & Soffa, the U.S. Department of Veterans Affairs, University of Pittsburgh, Messiah University, the Pennsylvania Department of Labor & Industry, the Pennsylvania Department of Human Services, the Office of Vocational Rehabilitation, the Pennsylvania Commission on Crime and Delinquency, Planet Fitness, and many more.

She has been featured by USA Today, CBS 21/WHP, and Central Penn Business Journal, and she is a frequent guest on leadership-focused podcasts where she discusses servant leadership and organizational culture. She has also spoken in series with leaders such as Brené Brown, Simon Sinek, Ken Blanchard, Ken Honda, and Jim Hunter.



This is the specific project I will complete and how it's different than what we have now:



REQUEST FOR APPROVAL

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I, _____, am requesting approval to participate in The Mission-Driven Facilitator Experience to strengthen my leadership capability and bring back a proven development experience our organization can use internally. This investment supports stronger facilitation, more effective leadership development, and practical tools that can be applied immediately.

Application and Organizational Benefit

Upon completion, I will apply this experience by:

- Delivering internal leadership sessions using the MDF curriculum
- Facilitating team-based development experiences
- Applying the methodology to current leadership or culture challenges
- Sharing outcomes and recommendations with leadership

Training-Related Expenses (TREs)

Professional Development costs for participation are attached.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

