

Middle Madness to Middle Mindfulness®

Do you have that ‘stuck in the middle’ feeling? You’re charged with getting results through your team, yet the C-Suite sets the strategy and makes the ultimate decisions.

Middle managers are in a unique position. They feel constant pressure from the top to execute the organization's vision, goals, and targets while also managing the capacity, stress, and priorities of their team members. It might feel like, “Here’s our strategy, now go get results!”

How Do You:

- Adjust your own **decision-making** to get the (right) work done?
- Adjust your **communication and leadership styles** to successfully translate up/down/all around?
- **Motivate and empower** your team members while **delegating** the right work for the right role?
- Align ‘**what**’ your team does with ‘**how**’ they work together for maximum effectiveness? Effectively **influence** up/down/all around?
- Lead in a way that’s **authentic for you**, and in alignment with your workplace culture?

Why It’s Important:

- *Middle managers are the most burned-out job level across the country.*¹
- *Nearly half of the middle manager’s time is spent doing non-managerial work and tasks not suited for their level.*²
- *On average, middle managers spend less than a third of their time on talent and people management, including alignment of talent to get results.*²

THE BRIGHT PATH REMEDY

Bright Path’s *Middle Madness to Middle Mindfulness®* program is a unique six-month small group coaching experience where we:

- **Utilize best practices** in leadership development that deepen leadership skills across the Leadership Lens® of managing people, business, relationships, while leading in a way that’s authentic and true for you.
- Combine **timely group learning topics and individual coaching experiences** over six months:
 - Monthly **structured facilitated sessions (90 mins)** focused on the most important and timely topics with **facilitated group workspace discussions (60 mins)** in between sessions.
 - **Three timely 1-1 coaching sessions** with an experienced coach.
- Use simple best practices to give **clear and timely feedback** that deepens leader awareness, openness, and adjustment.
- Meet with the direct senior leader to **assess strengths, adjust their coaching, and inform your leadership development plan** moving forward.