



**TAKE THE BRIGHT PATH**

**BPL-MIDDLE MADNESS TO MINDFULNESS® PROGRAM INFORMATION SHEET**

Experienced Leader Growth & Development

## ***Middle Madness to Middle Mindfulness®***

### **WHAT IS THIS?**

Have you ever had that ‘*stuck in the middle*’ feeling? You’re charged with getting results for your department (or site, or group, whatever you want to call it). Yet, the C-Suite sets the strategy and makes the ultimate decisions for the corporation. 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. “*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 style** 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 and ‘**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 IS IT IMPORTANT?**

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

### **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 deepen leader awareness, openness, and adjustment.
- Partner with your direct senior leader to **assess strengths, adjust their coaching, and inform your leadership development plan** moving forward.

***For more information, pricing, or scheduling contact [mary@bpleader.net](mailto:mary@bpleader.net)***

#### References:

1 McKinsey Global Institute, 2023 – also referenced by

2Gartner Consulting – referenced multiple times via HBR, Forbes, and LinkedIn