

The Four Pillars of Leadership Workshop

Outline & Facilitator Agenda — All Duration Formats

Strong Leadership is the Foundation of Organizational Excellence.

Workshop Overview

The Four Pillars of Leadership Workshop is a proven, immersive leadership development experience built around the four principles that define exceptional leadership: Communication, Mentorship, Empathy, and Accountability. Facilitated by a retired U.S. Marine Corps Sergeant Major with over 26 years of leadership experience, this workshop delivers practical, battle-tested strategies that participants can apply immediately.

The workshop is fully adaptable in length, audience, and delivery format — making it one of the most versatile leadership development offerings in the Rising Tide Solutions catalog.

Target Audience	Frontline supervisors (shorter formats) through all leadership levels (longer formats)
Duration Options	Half Day • Full Day • 2 Days • 3 Days • 4 Days — adapted to client’s needs
Delivery	In-person or virtual
Class Size	Up to 30 participants (size increases with duration — see pricing)

The Adaptability Advantage

Every organization is different — and no two leadership challenges look exactly the same. That's why every Rising Tide Solutions workshop is designed from the ground up to be adapted, not just delivered. The Four Pillars of Leadership Workshop is a platform, not a script.

Format	Best For
Half Day	High-level awareness for frontline supervisors. Ideal as a standalone event, a leadership kickoff, or paired with other training. Covers all four pillars at an introductory level.
Full Day	A complete, deeper-dive experience for frontline supervisors and team leads. All four pillars explored with skill practice and action planning built in.
2 Days	Extended skill development for supervisors across multiple levels. Adds scenario workshops, coaching skills, and a comprehensive personal action plan.
3 Days	Cross-functional and senior leadership integration. Includes advanced application modules on difficult conversations, organizational trust, and high-stakes leadership.
4 Days	Full organizational transformation. Adds strategic leadership, culture building, leadership legacy planning, and a capstone commitment exercise. All levels of leadership.

Clients are encouraged to work with their RTS facilitator before delivery to prioritize specific pillars, incorporate organization-specific scenarios or data, and adjust pacing for their group. This outline is a baseline — not a ceiling.

HALF DAY FORMAT — Approximately 4 Hours

High-level introduction to all four pillars • Frontline supervisor focus

Session / Module	Duration
Welcome, Context & Leadership Foundation	30 min
Pillar 1: Communication — Core Principles & Application	45 min
Pillar 2: Mentorship — Core Principles & Application	40 min
Break	10 min
Pillar 3: Empathy — Core Principles & Application	40 min
Pillar 4: Accountability — Core Principles & Application	40 min
Synthesis, Commitments & Close	30 min

FULL DAY FORMAT — Approximately 8 Hours

Complete pillar deep-dive with skill practice • All supervisory levels

Session / Module	Duration
Welcome, Foundation & Leadership Self-Assessment	60 min
Pillar 1: Communication — Deep Dive + Skill Practice	75 min
Pillar 2: Mentorship — Deep Dive + Skill Practice	75 min
Lunch Break	45–60 min
Pillar 3: Empathy — Deep Dive + Skill Practice	75 min
Pillar 4: Accountability — Deep Dive + Skill Practice	75 min
Break	15 min
Connecting the Four Pillars — Integration Discussion	30 min
Personal Action Planning & Workshop Close	30 min

2-DAY FORMAT — Approximately 14–16 Hours
Extended skill development • All supervisory levels

Day 1 — The Four Pillars: Foundation & Application

Session / Module	Duration
Welcome, Foundation & Leadership Self-Assessment	60 min
Pillar 1: Communication — Deep Dive + Skill Practice	90 min
<i>Break</i>	15 min
Pillar 2: Mentorship — Deep Dive + Skill Practice	90 min
<i>Lunch Break</i>	45–60 min
Pillar 3: Empathy — Deep Dive + Scenario Practice	90 min
Day 1 Synthesis & Day 2 Preview	30 min

Day 2 — Accountability, Application & Action Planning

Session / Module	Duration
Day 1 Review & Connections	30 min
Pillar 4: Accountability — Deep Dive + Skill Practice	90 min
<i>Break</i>	15 min
Applying the Four Pillars — Scenario Workshop	90 min
<i>Lunch Break</i>	45–60 min
Coaching & Developing Others	75 min
Leadership Action Planning (30/60/90-Day Framework)	60 min
Workshop Close, Certificates & Coaching Scheduling	30 min

3-DAY FORMAT — Approximately 21–24 Hours
Cross-functional & senior leadership integration • All leadership levels

Days 1 & 2 — Same as 2-Day Format

Days 1 and 2 of the 3-day format follow the same structure as the 2-day format above, with additional time built in for larger group exercises and expanded scenario discussions appropriate for mixed-level audiences.

Day 3 — Advanced Application & Leadership Integration

Session / Module	Duration
Day 2 Review & Advanced Connections	<i>30 min</i>
Cross-Functional Leadership Dynamics	<i>75 min</i>
<i>Break</i>	<i>15 min</i>
Difficult Conversations & High-Stakes Leadership	<i>75 min</i>
<i>Lunch Break</i>	<i>45–60 min</i>
Building Organizational Trust	<i>75 min</i>
Senior Leadership Integration Workshop	<i>60 min</i>
<i>Break</i>	<i>15 min</i>
Advanced Action Planning — Organizational Level	<i>45 min</i>
Workshop Close, Certificates & Coaching Scheduling	<i>30 min</i>

4-DAY FORMAT — Approximately 28–32 Hours
Full organizational transformation • All leadership levels

Days 1, 2 & 3 — Same as 3-Day Format

Days 1 through 3 of the 4-day format follow the same structure as the 3-day format above. The additional day is reserved for strategic and organizational-level leadership development, making this the most comprehensive leadership experience in the RTS catalog.

Day 4 — Strategic Leadership, Culture & Legacy

Session / Module	Duration
Day 3 Review & Strategic Transition	30 min
Strategic Leadership & Organizational Culture Building	90 min
<i>Break</i>	15 min
Leadership Legacy Planning — What Will You Leave Behind?	75 min
<i>Lunch Break</i>	45–60 min
Organizational Integration Workshop — Leading the Whole	75 min
<i>Break</i>	15 min
Capstone: Personal Leadership Commitment Ceremony	60 min
Graduation, Certificates & Coaching Scheduling	45 min

Module Descriptions

The following descriptions outline the content and intent of each module across all duration formats. Modules marked with an asterisk (*) appear only in extended formats.

Welcome, Context & Leadership Foundation

- Facilitator and participant introductions
- Context-setting: why leadership development matters and what this workshop will deliver
- The Four Pillars framework: how the pillars connect and reinforce each other
- Leadership self-assessment: where participants rate themselves across the four pillars (extended formats)
- Group norms and expectations for the workshop

Pillar 1: Communication

- Defining effective communication: beyond the words
- Articulating vision and expectations with clarity
- Active listening as a leadership discipline
- Delivering feedback that drives performance
- The 1-on-1: structure, frequency, and purpose (extended formats)
- Skill practice: structured communication exercises

Pillar 2: Mentorship

- The art and science of developing others
- Identifying emerging talent and accelerating their growth
- Building a mentorship culture that outlasts any individual leader
- Mentorship vs. coaching: knowing when to use each
- Succession planning principles for front-line supervisors (extended formats)
- Skill practice: mentorship conversation frameworks

Pillar 3: Empathy

- Reframing empathy as a strategic leadership advantage
- Understanding the needs, motivations, and concerns of team members
- Building loyalty and reducing conflict through empathetic leadership
- Practical frameworks for applying empathy in real-world situations
- Scenario practice: empathy in action

Pillar 4: Accountability

- Accountability as the pillar that holds the other three together
- Holding yourself and others to high standards consistently and fairly
- Setting clear, mutually understood expectations
- Following through: credibility through consistency
- Accountability conversations that strengthen rather than damage relationships
- Case study discussion: accountability in practice

Applying the Four Pillars — Scenario Workshop *

- Complex, multi-pillar scenario challenges drawn from real organizational situations
- Small group analysis and response planning
- Group debrief: connecting scenarios back to the pillars framework

Coaching & Developing Others *

- The supervisor as coach: shifting from doing to developing
- The GROW coaching model applied to front-line leadership
- Creating individual development plans within real-world constraints
- Role play: peer coaching practice with structured feedback

Cross-Functional Leadership Dynamics *

- Leading across departments, silos, and competing priorities
- Influence without authority: leading when you don't own the outcome
- Aligning the Four Pillars across organizational functions

Difficult Conversations & High-Stakes Leadership *

- Frameworks for approaching conversations that leaders consistently avoid
- Balancing honesty, empathy, and accountability in high-stakes moments
- Practice scenarios: performance, behavior, and culture conversations

Building Organizational Trust *

- Trust as an organizational asset: how it's built, measured, and lost
- The leader's role in shaping the trust climate of a team and organization
- Trust-repair strategies when credibility has been damaged

Strategic Leadership & Organizational Culture Building *

- Connecting individual leadership behaviors to organizational culture outcomes
- Using the Four Pillars as a culture-building framework at scale
- Strategic planning for sustained leadership development

Leadership Legacy Planning *

- Defining the leader you want to be remembered as
- Aligning your daily behaviors with your long-term leadership identity
- Personal reflection and written legacy statement

Personal Action Planning & Workshop Close

- 30/60/90-day action planning framework (extended in longer formats)
- Peer accountability pairs and group commitment
- Certificate of Completion presentation
- Coaching call scheduling (4 per attendee, redeemable within 6 months)
- 25% discount information for additional RTS products
- Q&A and final reflections

Facilitator Notes & Customization

This outline is a baseline — not a ceiling. Clients are encouraged to collaborate with their RTS facilitator before delivery to make this workshop their own.

- Shorter formats are complete, standalone experiences — not abbreviated previews. Each should feel finished and valuable on its own terms.
- Longer formats build on shorter ones, but the added depth is qualitative, not just quantitative. Day 3 and Day 4 content is genuinely different — not a repeat of earlier material.
- Module timing is a guide. Facilitator discretion applies based on group size, engagement level, and organizational context.
- Industry-specific examples, scenarios, or data can be incorporated at any module point. Clients with specific case studies or organizational challenges are encouraged to share them in advance.
- For virtual delivery, all exercises and discussions are adapted for breakout room format. Visual facilitation tools are incorporated to maintain engagement.
- All Rising Tide Solutions workshops follow this same adaptive framework. If you are interested in combining The Four Pillars with other RTS offerings, contact your facilitator to discuss a custom multi-day or multi-workshop program.

Investment by Duration

Format	Investment	Group Size	Delivery
Half Day	\$2,500	Up to 15	In-Person or Virtual
Full Day	\$4,500	Up to 20	In-Person or Virtual
2 Days	\$7,500	Up to 20	In-Person or Virtual
3 Days	\$11,500	Up to 25	In-Person or Virtual
4 Days	\$15,000	Up to 30	In-Person or Virtual

Additional participants: \$125/person above the base group size.

Travel and expenses are billed separately for on-site delivery.

Take the Next Step

Whether you have two hours or four days, Rising Tide Solutions has a format that fits. Contact us to schedule your Four Pillars of Leadership Workshop or to discuss a custom leadership development program built around your organization's specific needs.

<p>Email support@therisingtidesolution.com Website www.therisingtidesolution.com</p>	<p><i>Remember; “A Rising Tide lifts all boats.”</i></p>
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