



Conscious Leadership
Kathy Gruver, ACC

Your logo here!



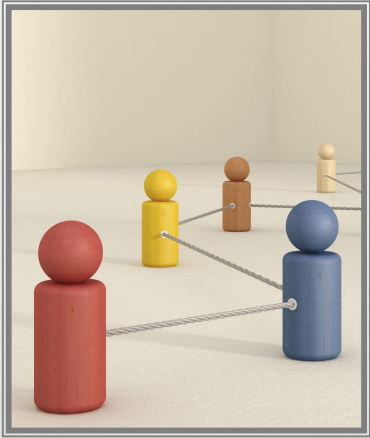
Goals (add your own)

- Increase understanding of new requirements for conscious leadership
- Identify areas we need to grow personally to be aware, conscious leaders
- Discover and reflect on skills of conscious leaders
- Outline individual and team collective journeys



What does success look like?

(Customized for your company)



- Exemplify and live out core company values
 - Listening and communication
 - Harmony
- Being more intentional and paying greater attention to our team member needs
 - Positive retention
 - Same page with professional development
 - Open dialogue about goals and aspirations
 - Consistent company culture
- Greater team member and customer satisfaction

Pre-event

- Design and distribute questionnaire to all staff regarding satisfaction, communication, etc.
 - All will be anonymous and only Kathy will have results to review individually, but overview will be covered on first day of in-person program.
- Pre-workshop assessments/intakes
 - Communication
 - Saboteurs
 - Conflict Management Style
 - EQ
 - Any other assessments determined by staff questionnaire and 15-minute interview
- 15-minute interview with 15-18 participants
- Review any existing predictive indexes or assessments already performed

What will it be?

- A combination of live instruction, pre/post work, videos, breakout sessions, 1:1 coaching, assessments, homework, surveys, role play and other fun stuff

Day 1 - morning

- Go over assessments
- Overview of survey results
- Answer questions regarding above
- 'Self' part of program:
 - Ego states and working with 'self'
 - Saboteurs
 - Communication styles
 - Stress reduction techniques
 - Values
 - Resistance to change (may be day 2)

**15-20-minute coaching
sessions for all attendees
to deep dive, personal
work, answer questions**

Day 1 - afternoon

Day 2 - morning

- Communication regarding others
- Communicating change/bad news
- Personal values and how they relate to company values
- Conscious/servant leadership
- Psychological safety
- Ego states as triggers for others
- Continue exercises to stay in self and non-reactive
- Bring together learning of 2 days

Day 2 - afternoon

- 15-20-minute coaching sessions for all attendees to deep dive, personal work, answer questions, set goals for next 3 months

Post session work



- For the 3 months following the in-person program there will be bi-weekly check ins, homework via paper or video, exercises, journal prompts for continued learning and accountability
- Bi -weekly coaching sessions via zoom
- Repeat whole company assessment to chart changes

And repeat (optional)

**Whole program repeated
for next level of staff or
who management would
like to participate.**

**I see using same
program and format with
the change of adding an
extra day in person for
the one-to-one coaching.**

Further options

- Continue the one-to-one coaching with initial group during the second 3-month phase
- Continue months 6-9 with coaching, check-ins, activities or another whole staff in-person for more follow up.



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