

ONBOARD  OXYGEN
CLASSROOM

We are classically trained **Disney** thinkers.

Leader|O2

Leader O2 | Self-Awareness

Gain a deeper understanding of your own mindset, motivations and behaviors. Develop open and honest insight into who you are as a leader and how you can develop to the next level.

1

Authentic Leadership

Authentic leaders understand their own values and behave towards others based on these values. Every leader then, is telling a story each day about what he or she truly values.

2

Communication Styles

Individuals have various preferences for both communicating with others and interpreting the communication from others. Styles are the predictable ways in which individuals routinely behave in dealing with their environment. Your style describes how you prefer to or tend to communicate or interact with others.

3

CliftonStrengths (Gallup Strengths)

Many years of research conducted by The Gallup Organization suggests that the most effective people are those who understand their strengths. What great leaders do is take advantage of these strengths accordingly, while leveraging limitations through others strengths.

4

Emotional Intelligence

Underpinning your leadership qualities are your core values and beliefs which drive your behavior in every aspect of your life on a day-to-day basis. Sitting on top of these core values and beliefs is your emotional intelligence.

Our Delivery

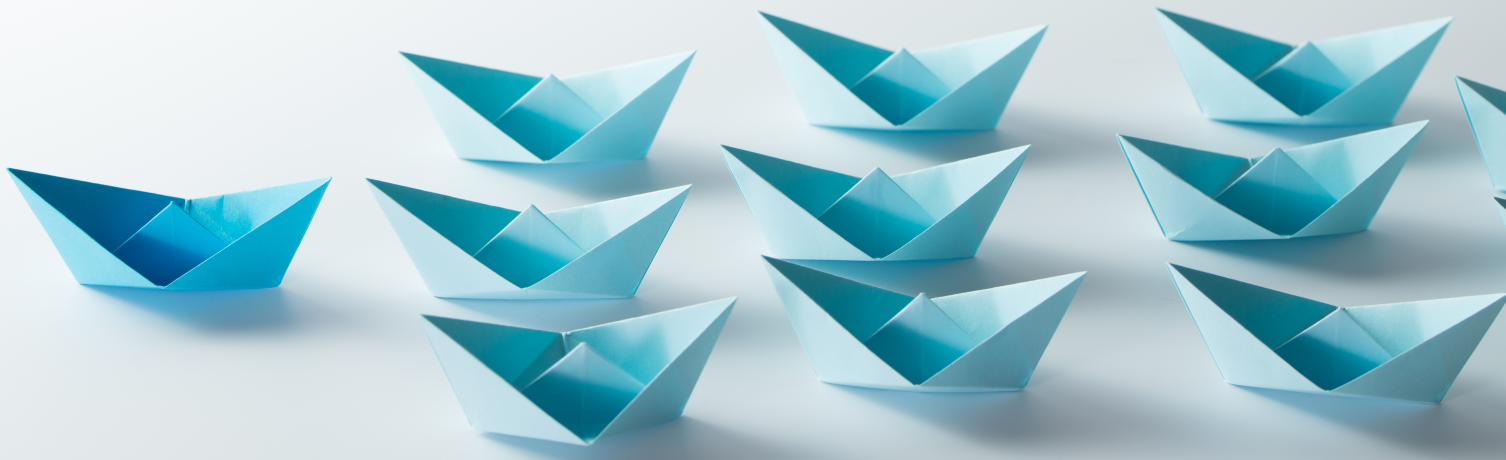
- **Leader O2** is delivered in four quarterly, 4-hour sessions over the course of a full year or with any customized delivery that meets your needs.
- In between each session is **homework** accomplished in small groups designed to reinforce content and make application to behavioral changes.
- An **individual performance plan** is created for each leader as a capstone for the curriculum which includes developmental objectives and metrics.

Our Approach

We provide highly effective and targeted learning experiences designed to agitate the thinking of participants and lead them from the unknown to the known in personal discovery. The energy is always high and the results are always impactful.

Discover what makes you tick.

Self-awareness is about developing a straight forward, honest and accepting understanding about **you**.



Master storytellers with
pixie dust and passion.

We make no bones about it.

Everyone who works with **ONBOARD OXYGEN CLASSROOM** comes with Disney DNA. Our facilitators are simply the best.

Many of us have worked for other legendary companies in a variety of industries including sports management, the non-profit sector, government, manufacturing and healthcare. Each partner brings a unique set of facilitative talents to the table.

Yes, it all started with the mouse, but we've also cultivated seasoned portfolios of practice, evidence and skill, which allows us to holistically develop and implement the best learning for you.

Leader|O2

Our Brand Promise

We want you to be delighted.

We look for innovative ways to teach and inspire with a fresh perspective.

Our promise to you is always:

- The highest quality design and development.
- Creative and innovative learning approaches.
- Interactive classroom energy.
- Simple and clean design.
- The best facilitators you can find on the planet.

And a commitment to always providing you with exceptional service and offering you more than you will pay for with services rendered.

Contact us.

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Leadership is not something you do to people,
it is something you do **with people**.



Leader|O2

Leader O2 | Situational Leadership

Situational Leadership is in essence, effectively managing the performance of others. In year two - Leader O2 - Situational Leadership, we will now work on developing and strengthening a series of technical skills with the foundation of Situational Leadership as our guide.

1 Situational Leadership
This module will introduce the concept and methodology of Situational Leadership. We will also introduce the technical skills of managing performance through performance planning, day-to-day coaching and performance evaluation.

2 Goal Setting | Diagnosis | Matching
This session will begin with how to have an alignment conversation, where leaders agree on goals as well as the performance standards for each goal. We will also introduce how to effectively diagnose and match your style with the needs of your employee.

3 Coaching Others
This session will include coaching using various tools and techniques to beneficially lead employees. Recognizing enthusiasm, interest and commitment from your employees will be addressed with ideas and skills for reinforcement.

4 Supporting and Delegating
Our final session will dive into when to support and delegate to your employees who demonstrate competency and confidence. The technical skills of empowerment and entrustment will be reviewed and solidified.

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**To bring out the best in others, leadership must match
the development of the person being led.**



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