

## #bepartoftheshift

Purposeful culture and visionary leadership is often an overlooked growth strategy. We know that adding these two elements to the overall strategy creates significant shift. It contributes the bottom line, and also vital, it brings humanity back to the workplace and that has ripple effects across families, cities and ultimately the world. InSight is known for being a co-creator with our clients. We walk the journey of shift with you. We engage in deep work with CEO's, leadership teams and full organizations to help evolve our consciousness and thrive in this more complex world. We are in the midst of a paradigm shift in both work and the world. Be part of the shift.

## Journey Overview

### Session 1 – Preparing for Growth & Cultivating Awareness

During this first session, we come together as a cohort, preview the journey forward and build a container for learning including working with the conditions for transformation, emotional intelligence, values and triggers.

*Integrate & Deepen → 1:1 Exec Coaching Session or Group Coaching Circle* In between each 1-1.5 day session participants will integrate and deepen either through meeting 1:1 or in a small coaching circle with an executive coach.

### Session 2 – Finding Your Edge

Each leader will be presented with their Leadership Circle 360 results and we will spend the day(s) deepening our understanding of the model through work on the experiential mat and small group exercises.

*Integrate & Deepen → 1:1 Exec Coaching Session or Group Coaching Circles*

### Session 3 – Immunity to Change & Power of TED\*

Leaders will begin developing their growth focus and formulating a “One Big Thing” improvement goal and begin to explore limiting beliefs and underlying assumptions that keep us stuck in old behaviors via the Immunity to Change Map. We will further delve into reactive and creative patterns by exploring the Power of Ted\*.

*Integrate & Deepen → 1:1 Exec Coaching Session or Group Coaching Circles*

### Session 4 – Trust, Conflict & Feedback

Because deep trust, healthy conflict and honest feedback are all necessary for strong relationships and working effectively in this more complex world, leaders will deepen their awareness and skills in these areas as they continue to deepen their own self-understanding.

*Integrate & Deepen → 1:1 Exec Coaching Session or Group Coaching Circles*

### Session 5 – The Journey Forward & Engaging the Ecosystem

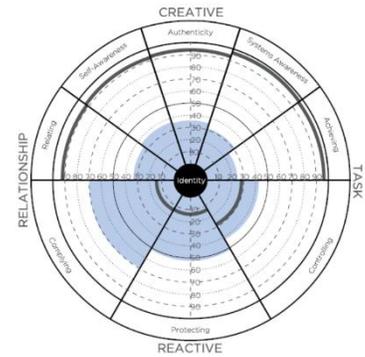
The closing session in the cohort brings everything together to prepare a leader to use the inner shift and transformation to engage with teams, customers and the broader ecosystem in a new and deeper way.

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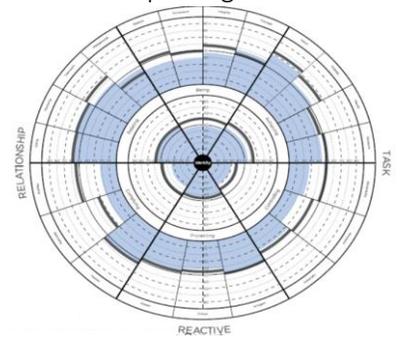
## Tools for the Journey

Our programs utilize the following powerful assessments and tools:

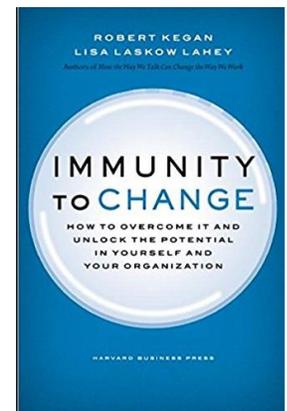
**The Leadership Circle Culture Survey™** – The Leadership Culture Survey provides a powerful “MRI” of your leadership culture. Used for your entire organization, or just a leadership team, the Leadership Culture Survey reveals valuable data, tells you how your people view their current leadership culture and compares that reality to the optimal culture they desire. The “gap” between the current culture and desired culture, instantly reveals key opportunities for leadership development.



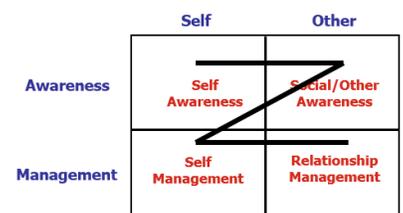
**The Leadership Circle Profile™** – The Leadership Circle Profile™ is based on several theoretical underpinnings and is designed to accelerate leadership effectiveness beyond traditional competency-based approaches. The Leadership Circle Profile™ (TLCP) is the only 360-degree competency assessment that simultaneously provides focused competency feedback while revealing the underlying assumptions that are causing a leader’s pattern of strengths and limitations. The Leadership Circle Profile™ helps leaders understand the relationship between how they habitually think, how they behave, and, more importantly, how all this impacts their current level of leadership effectiveness. Once this awareness is established, leadership development can proceed. Without it, change rarely happens. We recommend each individual re-take the TLCP profile 12-18 months after the first is completed to measure change and success.



**Immunity to Change™ Mapping** - With 30 years of research behind them, Harvard University Professors Kegan and Lahey are credited with “cracking the code” on how to rewire the habits which keep people stuck in their old ways – a phenomenon called the Immunity to Change. This program applies the Immunity to Change™ approach along with research from the field of neuroscience and emotional intelligence. The brilliance of Harvard Professors Kegan and Lahey’s practical framework is that it makes visible the invisible forces of the mindset. By applying the exercise, participants progressively disrupt the root cause mindset and overturn the habits that previously blocked them from improving.



**Emotional Intelligence** – Complex organizations need greater emotional intelligence. They must move trust and empowerment deeper in the organization to enable critical decision making in support of the overall vision, mission and strategy. Awareness of self is the launching point for individual transformation. Awareness holds the key to success in aspects of managing relationships such as building trust, visionary leadership, innovation, teamwork and many more. Self-aware leaders understand their triggers, their strengths and their weaknesses, which allows them to navigate many complex situations and more easily grow and develop themselves.



*Be Part of the Shift*