



**Qualigence  
International**

LEADERSHIP  
INSTITUTE



Michigan Bankers Association

## Invest in Your Leadership and Strengthen Your Organization



### Leadership Experience

8 Live Weekly Courses  
90-Minute Sessions

[CALL FOR DATES, TIMES AND PRICING](#)

Please call Qualigence Leadership Institute:  
(877) 817-6861 (Leah Nauseda)

### The Leadership Experience will help you make the most of it!

The Leadership Experience is a reality-focused, action-oriented program developed for leaders seeking to increase their leadership influence and results. With over 25 years of experience as a serial entrepreneur and CEO, Steve Lowisz developed these eight sessions based on his failures and successes as a leader. What Steve shares throughout this program is not based on philosophy but on daily practices and actual results.

### About the Instructor



#### Steve Lowisz

CEO and Founder of Qualigence International.

Steve Lowisz, a seasoned leadership expert and the founder of Qualigence International, is dedicated to providing transformative leadership training experiences. Drawing from extensive real-world business experience, Steve designs and facilitates dynamic training sessions that prioritize practicality and active audience engagement. His focus centers on equipping participants with actionable insights for immediate and sustained success, with a strong emphasis on integrity-led leadership and innovation. Steve's training programs are designed to arm individuals and organizations with practical personal and professional growth strategies. Beyond motivation, his sessions drive tangible and lasting change, profoundly impacting both performance and mindset.

[Course information continued on next page](#)

# Interactive Live Online or In-Person Training:

## SESSION 1

### Practical Leadership

Leadership is an often misunderstood concept. We go to school and later enter the business world, seeking fame and fortune by building a name for ourselves (or maybe it's just me?). As a result, it's easy to focus on the perks often associated with Leadership – the big corner office. The cool car. Or the fancy title. As future or existing leaders, we must understand and embrace the price of real Leadership. This session will help you define the true meaning of Leadership and teach you how to transition from Driver to team Navigator.

## SESSION 2

### Climbing the Leadership Ladder

Starting with the end in mind is a common business mantra. As aspiring or experienced leaders, we need to understand where we are going and what it will take to get there. What level of leader are you today? What level of leader can you be? How do you reach a level where your teams produce, reproduce, and stay with your organization? This session will help you understand the five levels of Leadership and help you develop a personal strategy to elevate through each level.

## SESSION 3

### Developing Your Leadership Influence

With every interaction we have with a team member, we leave an impression on that person. Are we having a positive influence on them? Or are we making their rough day worse? We are all adults and need to make our own decisions on how we will behave; however, there is no denying the power of influence we have on each other. This is exactly why we need to understand the value of increasing our influence as leaders. This session will help you identify your current level of influence within your team and help you master practical skills to increase your influence in a positive way with not only your team but also your colleagues and senior management. It will also help you create greater employee empowerment and productivity for your organization.

## SESSION 4

### Difficult Conversations Part #1

Difficult conversations are one of Leadership's most challenging yet most important parts. Understand the five reasons you often avoid or delay difficult conversations and learn how to navigate the three common questions associated with every difficult conversation. Furthermore, we'll learn how to apply three steps to avoid common mistakes leaders make in difficult conversations and properly address the feelings that arise from these conversations.

## SESSION 5

### Difficult Conversations Part #2

In this session, we'll continue our discussion of difficult conversations. You'll master the ability to shift difficult conversations into learning conversations and learn the six key components of every successful learning conversation.

## SESSION 6

### Developing a Culture of Ownership

As leaders, we want our teams to drive the results we are responsible for achieving. We develop rules, metrics, and other KPIs to hold people accountable. We create job descriptions full of responsibilities that drive performance. Some team members excel, while others stop working when you turn your back. We need to understand that we can assign responsibility and accountability, but we cannot assign the one thing we want from our teams the most – OWNERSHIP! This session will help you understand the difference between accountability, responsibility, and ownership. Learn and implement the 4-F model to create an environment of ownership.

## SESSION 7

### Know Your Team

In the financial services world, they have a Know Your Client rule. By law, every financial institution must have a certain amount of information on each new customer to credibly ascertain who they say they are. Leadership should follow this golden rule with one minor change – Know Your Team Members. As leaders, we need to understand how each of our team members defines success in the key areas of life that are important to them. Learn how to uncover the primary elements that drive each team member. Create a strategy to support team members in achieving the right blend of elements, leading to higher job satisfaction and results with lower turnover.

## SESSION 8

### Know Your Team | Grow Your Team

Knowing what drives each member of your team is the first step in unlocking their true individual and team potential. Effective leaders understand that when each individual comes closer to achieving their own goals, discretionary performance and company results increase. But as a leader, how do you help each team member achieve their goals while fulfilling the responsibilities of your position? By building a fire within them, not beneath them.



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To schedule your training please contact Qualigence:

Email: [lnauseda@qualigence.com](mailto:lnauseda@qualigence.com)

**Phone: (877) 817-6861 (Leah Nauseda)**