



**MindSpring** Ordinary people. Extraordinary results.



**LeadershipWorks**  
Center for Integrated Leadership

MindSpring Consulting  
966 Tunnel Road  
Asheville, NC 28805  
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## Year Program: Personal Mastery for the Seasoned Leader

Quick Look: 18 days over 5 programs / \$15,545.00 / Can be customized

### OVERVIEW

#### Concepts and Assumptions:

In our many years of teaching, facilitation, and coaching experience, we know that great leaders are people whose leadership has been developed through increased self-awareness.

These leaders are known by a strong emotional awareness of themselves and others, a strong ability to read other people, and a well-developed ability to receive and give critical feedback in an appropriate manner. They demonstrate appreciation for people at all levels of daily operations and understand that leadership power is gained not through power over people but through power with people.

They are aware of the impact of their position on others and practice what we refer to as leadership "Os."

#### Leadership Objective:

To meet or exceed the production, financial or service goals of the organization.

#### Leadership Obligation:

To create environments in which the workforce wins.

These leaders are constantly involved in improvement processes and can inspire groups by their mere presence. Steeped in integrity, they have an increased understanding of non-linear dynamics of groups and of the nature of cause and effect. They understand that it is not about their own needs but the needs of the group.

What organization doesn't need leaders like this?

These are the kinds of leaders and leadership behaviors that our processes and skills can help you develop in your personal life and organization, resulting in an improvement in leadership conditions, daily operations, and improved organizational climate.

We do not dove-tail on the end of the most recent Harvard Review article or align ourselves with a previously popular model of leadership but have carved out an original and impacting stance on leadership development and personal mastery. The delivery of our services is of the very highest caliber and provides you with results-oriented outcomes you need.

#### Development Beliefs

From an organizational basis, we believe strongly that the excellence of your organization will not exceed the degree to which its people are being developed. From an individual basis, we believe the future of your personal and professional life hinges on the degree to which you can understand and master the forces and dynamics that are shaping them.

This intensive program is about personal mastery: the ability to manage yourself first and manage others second. This program is about learning to be self-referenced (inner-oriented) rather than object-referenced (outer-referenced).

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## **Year Program: Personal Mastery for the Seasoned Leader (continued)**

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### WHAT IS DIFFERENT ABOUT THIS PROGRAM?

- We focus on your personal and professional life...your life as a leader and your life as a human being. This program is not about participating in a process. YOU are the process.
- This program gives you the in-depth opportunity to explore your mind...your mental, emotional, and physical dynamics that are creating your life and work as you know it today.
- This highly experiential program will allow you to precisely identify defeating attitudes that are obstacles to your potential and dreams. You will not only be able to recognize these barriers but you will replace them with positive and healthy patterns and behaviors.
- We have developed a sequential but powerful flow to the instructional components of the program with a strong emphasis on group and individual needs. The structure of each program is a vehicle used by the facilitators to reinforce the lessons being learned and the courage it requires to change.
- This program views leadership not as a position but as a condition...a condition of real and influential self-awareness that allows the leader to achieve internal and external goals.
- The combination of a deeply individual approach and a proven structured curriculum creates a long-lasting bond between group members not only over the course of the program but years after the course is completed.