



# SHIFTING GEARs!

...ACCELERATED DEVELOPMENT  
FOR HIGH-POTENTIAL LEADERS

## OVERVIEW

*Shifting Gears!* is an intense, year-long development program designed especially for leaders who have the potential to move through increasingly senior management roles. During this cohort-based program, participants are challenged to seriously examine their ambitions, talents and current leadership readiness, and seek out ways to shift their performance to a whole new level. Through highly-experiential workshops, personalized coaching, peer accountability trios, virtual learning and comprehensive online resources, this program not only equips participants with the vital skills they will need as they acquire more organization responsibility, it also helps them develop a leader's mindset. Participants graduate from the program with a solid understanding of advanced leadership practices and master's-level competency in high-impact dimensions such as coaching, communication, innovation and facilitating change.

## THE TEN PROGRAM COMPONENTS

In partnership with our clients, we design a comprehensive program using the following high quality components.

### 1. Leadership Assessments

- Prior to commencing the program and upon graduation, participants complete a particularly insightful and revealing 360 assessment that is used to create an ambitious, highly personalized leadership development plan. The initial report provides participants with a measure of their current leadership effectiveness compared to leaders in other organizations, feedback on issues that are impairing their personal impact and advice on how they can better utilize their natural talents. The post-graduation assessment gives participants the opportunity to calibrate and reflect on the progress made over the course of the program.

### 2. *Shifting Gears!* - The Foundational Workshop (2 day)

- In this kick-off learning event, we combine the very best of Bluepoint's highly-regarded Leadership Emotional Intelligence curriculum with material from our Leadership Brand and Authentic Leadership workshops to provide participants with a deep, personal dive in which they will examine their current levels of emotional maturity, their personal values and their most important leadership aspirations. Participants leave this workshop having clearly identified three high-value behavioral changes they can make immediately upon their return to work.

### 3. Leadership Coaching

- Each participant receives seven coaching sessions with a highly-skilled Bluepoint Leadership Coach; one session prior to the *Foundational Workshop* in which the coaches assist the participants interpret their 360 reports and create initial lists of learning objectives, and one session after each Experiential Workshop in which the coaches assist the participants find ways in which they can apply their learning to day-to-day interactions with others on their team and throughout the organization.

#### 4. *Experiential Workshops (1 day)*

- These workshops form the mainstay of the development program and are designed to quickly immerse participants in the process of (1) challenging their assumptions about themselves, their teams and organizations, (2) studying contemporary leadership concepts and (3) experimenting with advanced leadership practices. The content of these workshops, delivered 6-8 weeks apart, is determined by selecting five of the following modules (based on participant need and client priorities):
  - Powerful Coaching Conversations
  - Leading Change... that sticks
  - Leadership Communication
  - Resilience... thriving not surviving
  - Crafting Engaging Leadership Stories
  - Leading Exceptional Innovation
  - Execution Excellence
  - The Leader as Teacher
  - Leading High Performance Teams
  - Creating a Dynamic Leadership Brand

#### 5. *Accountability Trios*

- Accountability trios are formed during the *Foundational Workshop* and they remain intact for the duration of the program. These are self-managed groups which meet/speak at least once between each workshop and are intended to be a forum for peer coaching and consulting.

#### 6. *Leadership Consults*

- Four 90-minute, web-based Consults are held over the course of the program and all participants from the current and previous programs are invited to attend. These are interactive webinars hosted by a Bluepoint Master Coach during which participants are provided with a review of the key principles covered in the workshops and invited to share their success stories, insights and questions.

#### 7. *Self-directed Learning Series*

- This is a series of ten brief learning modules that participants complete at their own pace during the program. The modules parallel the curriculum of the workshop; however, they also introduce new insights and invite the participants to complete different exercises.

#### 8. *Leadership Lessons*

- Following each workshop, participants receive two Leadership Lessons via email (two weeks apart) that bring new perspectives to the material covered in the workshops and are intended to help the participants refresh their commitment to their personal development.

#### 9. *Making Great Leadership a Habit*

- This 60-minute, interactive webinar is a capstone event, co-led by an executive from the client organization and a Bluepoint Master Facilitator in which participants are encouraged to take a career-long approach to personal learning and leadership development.

#### 10. *Program Graduation*

- This is a custom-designed event in which participants are provided the opportunity to celebrate their personal progress as leaders, acknowledge the contributions of their cohort colleagues, and publicly commit to *Shifting Gears!*

#### *A Few Additional Notes*

- Each cohort will be guided, start to finish, by a Bluepoint Master Facilitator.
- Clients are welcome to incorporate their own business-specific workshop modules and action learning processes. We tailor all of our materials to seamlessly integrate with client programs.
- While we believe that a full year program produces the best results, we can design and deliver a high-quality abbreviated program that can be completed in six months.

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