

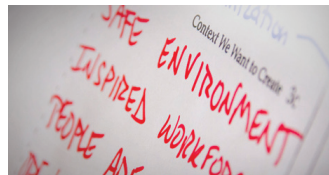
### Become More than the Sum of your Parts

You and each member of your team are doing your best, but it's hard to give your all when you have to watch your back as others posture for credit and protect their turf. Who wants to admit a weakness if they will be judged? Or take one for the team when others are out for themselves?

In most teams, everyone feels like the victim of somebody else. Getting your team in a room and pushing them to voice their frustrations typically leads to finger-pointing and hurt feelings. You sense that there is untapped potential – a different paradigm – but how do you get there?

### Your Team Wants a Different Quality of Interaction

The in-depth 360 Feedback and executive coaching, combined with the insights of Personal Mastery, prepare a team to delve into the most challenging of topics. Interpersonal dynamics, performance issues, skill gaps, elephants — when team members can constructively work through festering issues, they create an unexpected, authentic commitment to each other.



With the skillful support of your team coaches, both in and out of seminars, you will forge buy-in for what you want to accomplish, while defining how each team member needs to grow to achieve it.

### Set the Tone for your Entire Organization

Bring a unique product to market, stretch yourself into new skills, mentor your team, leave a legacy... Conscious or unconscious, you have inspiring passions that can get sidelined both by the stresses of life and your Ego's ulterior motives.

When you master your ego drivers, the world and your aspirations take on new energy. Unleash the clarity and stamina to overcome your derailers. Be guided, on a daily basis, by what you care most about.



“ We have developed a common trust and openness that is far beyond what I have previously experienced in the workplace. ”

Ken Frank  
COO  
Hayward Lumber

“ The best money I've ever spent on a training. It was extremely valuable for our entire team to attend together. ”

Tracy Trent  
CEO  
Stellcom

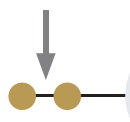
“ In my 30 years in the National Nuclear Security Administration, I've never had this candid of conversations with my team as I did in Shared Mastery. We talked about things that I honestly never thought we'd get to. And the open communication has continued after the seminar ended. ”

Jim Holt  
Vice President  
Nevada National Security Site

# Shared Mastery PROFESSIONAL

**PROCESS:** An LaL coach will work with you (preferably through a 360 Feedback Assessment) prior to the seminar to understand your context, behavioral and communication challenges, and overall growth opportunities. Once in the seminar, our comprehensive self-reflection methodology generates in-depth, personal self-awareness of what makes you tick, why you react — and how to show up differently. You surface these realizations with a diverse group of leaders forging their own insights, which gives you a non-threatening environment to grapple with your developmental needs.

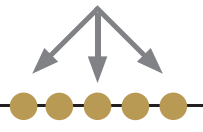
## Goal Definition Calls (2 Calls)



**360°  
Feedback**  
2-3 calls

**PERSONAL  
MASTERY**  
9 Days

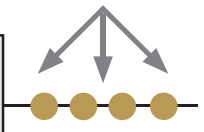
## Coaching Calls (5 calls)



**Team  
Support  
Package**

**SHARED  
MASTERY**  
5 Days

## Coaching Calls (4 calls)



### GOAL DEFINITION CALLS

*2 Coaching calls before first workshop*

Our experienced coaches guide you through a self-assessment, helping you define developmental priorities as they understand you and your context.

### PERSONAL MASTERY

*9-day workshop*

Become aware of your triggers and your unproductive habits, trace back their root cause, acquire the tools to overcome them, and practice to lead from your highest self. This seminar is an unexpected, profound journey to self mastery.

### SHARED MASTERY

*5-day workshop*

Forge unparalleled trust and alignment in your team while addressing constructive coach-guided discussions about business, performance and inter-personal dynamics. We work with you each step of the way as you commit together to achieve your most challenging business deliverables.

### AFI COACHING CALLS

*9 Coaching calls throughout program*

Translating your insights into daily changes back home is where the rubber hits the road. Trust in a coach who knows you and your context is an invaluable support structure as you implement your goals.

### 360° FEEDBACK

*1-Prep Call, 3-Feedback Delivery Calls*

Receive a powerful and highly personalized synthesis of how you are perceived and your impact on those around you – your strengths but more importantly your areas for improvement. A crucial starting point for your self-exploration in this program.

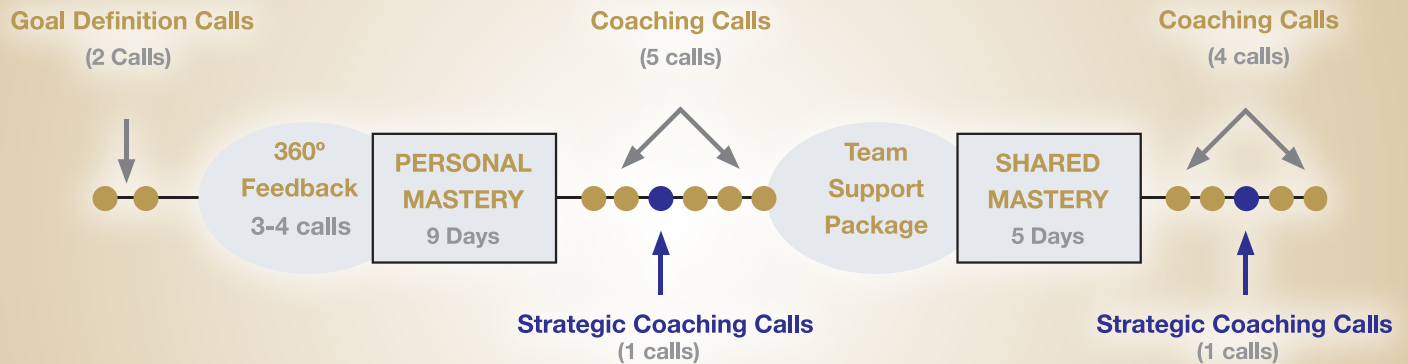
### TEAM SUPPORT PACKAGE

*2 Strategy calls with Team Lead, 2 Team Coaching Calls*

LaL coaches work with your team to surface your challenges and respective areas for improvement, guiding you to put them on the table productively.

# Shared Mastery EXECUTIVE

The EXECUTIVE option gives you more in-depth coaching and feedback with a Senior Executive Coach and access to Strategic Consulting Calls.



**GOAL DEFINITION CALLS**  
(see prior description)

**PERSONAL MASTERY**  
(see prior description)

**SHARED MASTERY**  
(see prior description)

**AFI COACHING CALLS**

**360° FEEDBACK**

**TEAM SUPPORT PACKAGE**  
(see prior description)

**AFI COACHING EXEC**  
*Upgrade to a Senior Executive Coach*

Benefit from the guidance of a Senior Executive Coach who has supported hundreds of senior leaders on a wide range of issues, from reaching a next level to building high-performance teams to implementing culture change. Coaching calls are 1 hour instead of 45 minutes.

**360° FEEDBACK EXEC**  
*For Senior Leaders managing complexity*

Our unique process gives you a powerful, detailed synthesis of how you are perceived and how you impact those around you. The Executive upgrade also covers team dynamics, collective business challenges & organizational cultural traits. A Senior Executive Coach handles your feedback debrief and related coaching.

**STRATEGIC CONSULTING**  
*2 Strategic Consulting Calls*

The higher you evolve in an organization, the more you face divergent issues, multiple stakeholders, and complex business challenges. Your Senior Executive Coach combines an in-depth knowledge of you with grounded business acumen, providing you with a unique sounding board in your thinking process.



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