

Spark Your Mastery

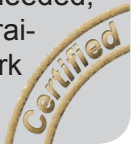
STEP 3 of your Culture Change Effort

Spark Your Mastery is a program of four half-day classes teaching essential Learning as Leadership concepts. Empowered with eye-opening insights into their Egosystem, participants can engage more fully in creating a cultural mindset of responsibility and collaboration.

4-Mastery provides tailored, in-depth development to senior management. We-Lead inspires middle management to embark on your culture change journey. Spark Your Mastery offers a flexible and affordable way to share this common language and build a deeper cultural commitment to being a Learning Organization.

Spark Certified Trainers

We recommend delivering Spark Your Mastery through our train the trainer course, and will help you identify suitable candidates. If needed, external LaL certified trainers can facilitate Spark for an additional fee.



Class 1 Image Management

This class introduces the idea of ego-awareness. Participants will define their **Desired and Dreaded Images™**, understand how that drives behavior and explore the consequences on productivity, team trust and cultural effectiveness. Awareness of Dreaded Images lays the groundwork for participants to identify their Ego Threats™, a crucial element in Sorting Pinches™ (a class that will part of Spark Level 2).

Class 2 Beyond Being Right

How can we collaborate if we are always sure that our perception is reality and other people's are in the wrong? Yet how can we do any different if we cannot distinguish **Facts** from **Interpretations**. Participants will learn to identify their frames and unchecked assumptions in order to improve their reactions and expand their grasp of reality. The urge to be right can be replaced by curiosity and partnership in the workplace.

Class 3 Making Others Good

What if our stand in life had an impact on other people's behaviors? What if we had an influence in them showing up as their best self or their worst? Participants will learn how they get into unproductive **Self-Fulfilling Prophecy™** with others, despite themselves. By identifying their responsibilities in such dynamics they can turn the situation around and create an environment we **Make** each **Other Good**.

Class 4 At The Source Goals

People are their best when they are aligned with a sense of direction and inspiration. This class gives participants the time to take stock on their goals in the workplace and in life. Understanding their true motivation behind (**Objective** vs. **Purpose**) will help them be **At The Source™**. Participants will leave with a **Goal Roadmap™** which includes Learning Edges, Milestones and Practices.

