



Transformation
Collaborative
Thought Leaders Who Execute

Leadership Discovery

The TC Difference

Our approach at the Transformation Collaborative™ is based on the simple, but deeply held belief that leaders in today's environment generate the greatest, most valuable outcomes by *maximizing human capital*, including mining leadership capacity in others, via their own personal growth, self-discovery, emotional intelligence, health, wellness, & resilience, compelling people leadership, and commitment to supporting success in others in the context of *clearly defined moral imperatives*.

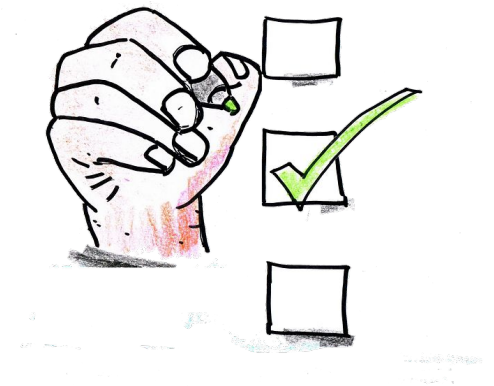
Unlike traditional programs that typically focus on anachronistic skills, our experience-based programs focus on building *leader capacity* to drive transformative change & innovation, value creation, deep employee engagement, and sustainability with a focus on human factors, and organizational health & wellness. The TC's *Leadership Discovery* approach reflects the dynamic needs of organizational environments that are foundationally different from those of the past. Of equal significance, we fully address the human needs of leaders, challenging the faulty assumption that leaders, by definition, are "bullet proof" and must push through personal and professional challenges as part of the job, subordinating their health and wellness in the process. In fact, a key differentiator in the TC Leadership Discovery program is the availability of individual and group counseling to support personal & professional goals and mental health.

Lastly, we build self-discovery and efficacy into *Leadership Discovery* using proven interventions from researchers, philosophers, and practitioners such as Brené Brown, Alain de Botton, Besser van der Kolk, Victor Frankl, and Elizabeth Lesser among others. In short, we help leaders find and build alignment between what they want to be true in their lives and their daily reality.

How it Works

All of our programs begin with baseline assessments of wellness, leadership proclivities, relationship style, and personal values, among other factors, and build discovery programs based on those assessments.

Through this process we help participants identify leadership philosophies and models such as VUCA, strategic, servant, authentic, and transformative that resonate personally and that can be adapted in each leader's context.



Leadership Discovery

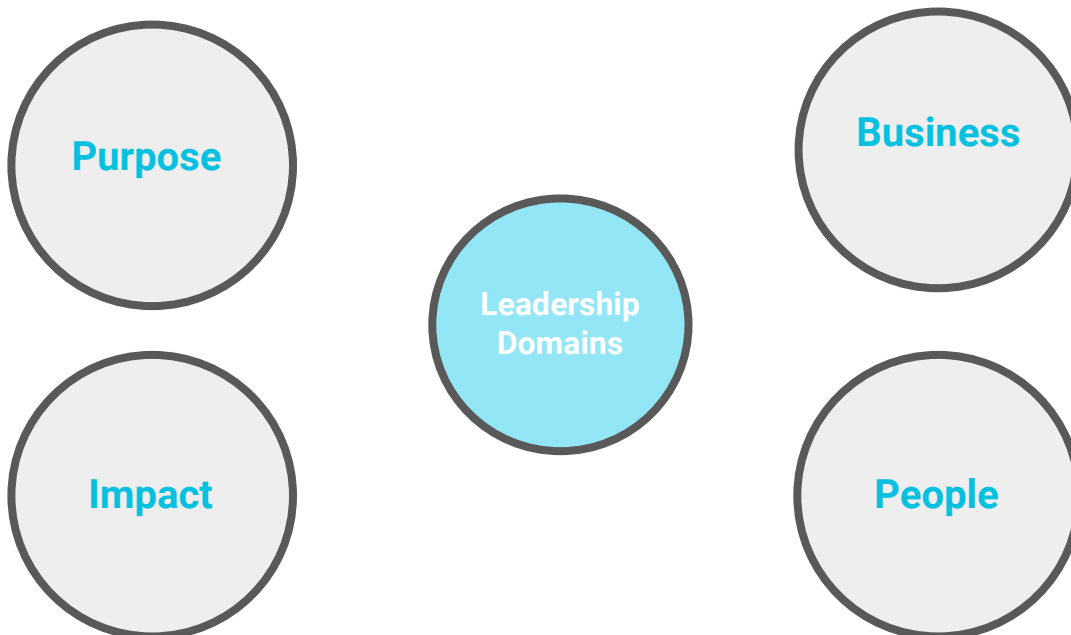
How it Works continued

Our customized programs are delivered with high touch and direct support in cohorts, individually, online, and in person with stackable content. Trainees can enroll in the entire program or short term modules, and using our partnerships with multiple universities, our programs can also provide graduate level academic credit when certain requirements are met.

The Four Domains

Of course, leaders deliver value across many domains, but at the Transformation Collaborative™, we base our discovery programming on four domains that we believe deliver the most powerful and consistent leadership outcomes:

- Defining and articulating *purpose* for self and the organization.
- Running a high value, sustainable *business*.
- Maximizing human capital through compassionate *people leadership* that reflects and honors the actual diversity in society.
- Delivering *high impact* results across multiple target areas including strategic, financial, organizational, human, social, and others.



As noted above, The TC's *Leadership Discovery* is based on a commitment to individually identified moral imperatives, which apply both internally and with the broader community.

Leadership Discovery

The Four Domains continued

Moreover, each participant can pursue additional training and coaching in areas such as transformative change, innovation, people-based change management, sustainable strategy, communications as storytelling, human relationships, human capital development, organizational wellness (including EDI), and other areas critical to empowered leadership.

Additionally, we address high relevance issues such as leadership dilemmas, the role of evolving technology, and diversity, equity, and inclusion (DEI) as a business imperative among others.

Leadership Discovery Services and Program Components

All of our services are ultimately geared toward real world application

- Direct executive support (mental health and wellness, strategy, operations, negotiations, etc.)
- Personal and professional development (resilience, values, etc.)
- Flagship leadership program (year commitment)
- Topic focused workshops
- Master classes
- Book groups
- Retreats
- Certifications
- Graduate academic credit
- Mentoring (trainees as mentors)

Program Structure

The structure includes both a “flagship” program that involves roughly 80 contact hours over 12 months, including an initial, two-day face to face workshop, and a subsequent series of online, topic-specific workshops and master classes. The program concludes with a full day, face to face closing session. The program also affords a la carte options based on the offerings in the flagship program. In either case, participants will have access to a “core” program and “elective” components, in online and hybrid formats.

All of our services are ultimately geared toward real world application. The components and logistics of the *Leadership Discovery Project* are outlined on the following page:

| | Module: | Description: | Duration: | Requirements: | Modalities: |
|-----|--|--|-------------------------------------|--|--|
| 1.0 | Initial Cohort Meeting | Assessments, the four domains, core topics, discovery/goal setting, personal plan | 2 Days | Face to face attendance | In person |
| 1.1 | Direct Executive Support* | Mental health and wellness, strategy, growth, personal plan, etc. | 5 hours | Initial cohort meeting, one on one work. | On-line and in-person |
| 1.2 | Personal and Professional Development* | Resilience, values, emotional intelligence, capacity building, moral compass | 12 hours | Completed assessments, personal plan | On-line and in-person, individual and cohort |
| 2.0 | Topic-focused workshops (four)* | Case studies based on contemporary issues and challenges; four domains | 8 hours | Online cohorts and individual work. | On-line and in-person, individual and cohort |
| 2.1 | Cohort Book Clubs* | Book club based on curated publications | 4 hours | One book required; additional books optional | On-line and in-person |
| 2.2 | Master Classes (two) | Advanced work on critical areas of transformational leadership | 8 hours | | On-line and in-person |
| 3.0 | Leadership Retreats | Voluntary retreats in addition to core program; narrow focus on personal development | 1 - 2 days | Approval by TC program leader; in person attendance | In-person |
| 4.0 | Professional Certifications* | Issued by the TC and/or partners quarterly and at the end. | Concurrent with existing activities | Approval by TC program leader | N/A |
| 4.1 | Graduate Academic Credit | Availability of graduate, academic credit per institutional requirements | TBD | Institutional requirements and related fees | On-line and in-person |
| 5.0 | Mentoring | Trainees as mentors, both during and after program completion | 10 hours | Commitment to mentor one individual from a TC partner organization | On-line and in-person |

Notes:

The flagship program is available as a custom program for organizational clients.
 Individual coaching beyond the five hours included in the program is available at additional cost.
 Individual counseling may be available at additional cost.
 Most a la carte options lead to certifications.
 The hours noted in the program table do not include occasional, additional individual and/or group work.
 Academic credit may be available and may include additional requirements/deliverables and fees.

*Versions are available as "a la carte" options.