

# COURSE DESCRIPTION

## COURSE STRUCTURE

- 15 participants
- 6-month commitment (March - August 2024)
- Monthly group sessions (2.5 hours) rotating in-person and virtual sessions
- Each participant creates a breakthrough leadership project
- Supervisors approve projects during first month
- Monthly assignments and breakthrough promises
- Monthly one-on-one (1 hr) with a Candeo coach
- Monthly one-on-one with a program buddy
- Program cost is \$5000/person

For more information, please contact  
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## OVERVIEW

This course is designed to empower leaders to elevate their organizational performance and leadership impact while delivering breakthrough business results. It includes these components:

- Application to the program
- Design of a breakthrough project
- Supervisor alignment
- Self-video to share desired program goals
- Group and individual coaching sessions
- Final video presentation to sponsors

## OUTCOMES

Each participant will leave:

- Excited about their vision for the organization, their career, leadership impact and personal life
- Thinking in new ways about what is possible and inspired to be in action
- Having developed and delivered a breakthrough leadership project that supports the short-term and long-term objectives of the organization

# 6-MONTH BREAKTHROUGH LEADERSHIP PROGRAM



## METHODOLOGY

This course applies the following principles:

- Whole Brain Thinking (HBDI Assessment)
- Coaching based on setting desired results at the onset
- Breakthrough Strategy – what is predictable versus what is possible
- Multi-dimensional approach to performance at the Individual Leader, Team and Organizational levels
- Thinking–Action–Results – new levels of results require new ways of thinking and acting
- Thinking / Mindset / Paradigms are invisible and require effort to see and change
- Genesis of any Breakthrough is Taking a Stand / Making a Declaration
- Everyone has produced breakthroughs before, they just don't know how they did it. Once the process is demystified, people can repeat it on demand.
- The 6 Factors for High Performing Teams – Connection, Accountability, Collaboration, Purpose, Courage, Authenticity

## FOCUS OF COACHING SESSIONS

- Increasing performance / results
- Designed for high performers
- Breakthrough performance models
- Coaching in elements of speaking, listening and thinking
- Learn / Practice / Apply Model
- Confidential sessions
- Requires willingness to “not know,” be uncomfortable, take new actions

## BREAKTHROUGH LEADERSHIP PROJECT

Each participant completes a draft of this project template prior to joining Session 1 and will get supervisor alignment by Session 2. It becomes the backbone of the coaching program and the measurement of success for each leader.



### The Business Transformation (from / to)

Statement describing your current business situation/role as an outsider would describe it, as well as a statement describing what you want your business situation / role to be in the next 1-3 years.



### Key Metrics

Identify 2-3 key metrics that you will need to produce to fulfil on your transformation.



### Key Milestones

These are interim results to produce that will contribute to producing your key metrics above.



### Key Relationships / Team Members

These are the key people needed to deliver the transformation and results. Level of connection with key relationships affects speed of execution on projects together and how much fun you have working together.



### Leadership Stand

Who you need to be as a leader to produce your transformation. Example: I am a strategic and connected leader.



### Personal Growth Commitments

Identify 1-2 personal areas that you are committed to applying transformational thinking to attain a new level of result in your life as part of this program.

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GROW VISION. GROW PEOPLE. GROW BRILLANCE.

## ABOUT CANDEO PARTNERS

Candeo uses a multi-dimensional consulting and coaching methodology to partner with business leaders for improved performance and breakthrough results. We equip leaders with distinctions and key competencies to maximize performance at the individual, team and organizational levels. We have different conversations, trainings and models to identify the current thinking (paradigms, mindsets and assumptions) operating in the background of peoples' actions (behavior, processes and systems). Our commitment is to provide multiple ways to bring out the best in leaders and their teams, to inspire new levels of results and to create a culture of high performance.