



Leadership Intensive

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Leadership Intensive Program

Dear Client,

I am pleased that you are looking at MPG’s Leadership Intensive Program. It is an extensive 20-week Leadership Intensive program that is based on three foci:

- Leading Self
- Leading Others
- Leading the Organization

Through the application of coaching, workshops, implementing a strategic imperative, leaders are supported and developed on several levels.

The program length and design helps leaders make sustainable change over time, which allows for maximum skill integration and lessens the impact on their day- to-day role commitments.

Too intense? Using the foundational three foci, MPG can expertly customize the program from one day to one week to fit your needs.

Program at a Glance

	Leadership Assessment	Leadership Workshops	1:1 Leadership Coaching	Team Coaching	HR Strategic Project	Executive Mentoring
Leading Self	✓	✓	✓			
Leading Others		✓	✓	✓		
Leading the Organization		✓	✓		✓	✓

Leadership Intensive Program Outline

Orientation	Personal Leadership Assessment & Goal Setting
Week 1	Leading Self Workshop 1 – Leadership Based Strengths Workshop
Week 2	Leadership Coaching Session
Week 3	Leading Self Workshop 2 - Managing Your Career
Week 4	Leadership Coaching Session
Week 5	Leading Others Workshop 1 - Coaching & Retention Techniques
Week 6	Leadership Coaching Session
Week 7	Leading Others Workshop 2 – Managing Teams Effectively through Change
Week 8	Leadership Coaching Session
Week 9	Leading the Organization 1 - Culture as a Source of Competitive Advantage – 1
Week 10	Leadership Coaching Session
Week 11	Leading the Organization 2 - Culture as a Source of Competitive Advantage – 2
Week 12	Leadership Coaching Session – Wrap-Up
Week 13	Team Organizational Change/Strategy Assignment
Week 14	Team Coaching
Week 15	Team Organizational Change/Strategy Assignment
Week 16	Team Coaching
Week 17	Team Organizational Change/Strategy Assignment
Week 18	Team Coaching
Week 19	Team Organizational Change/Strategy Assignment
Week 20	Team Coaching & Wrap-up
Week 21	Executive Presentation



Moser | Performance Group Leadership Intensive Program Overviews

Assessment and Goal Setting

Participants give MPG up to 10 names of their colleagues to be telephone interviewed. The 360 interviews are with his/her Supervisors, Peers, Subordinates, and Clients.

A 10-page written report summarizing the feedback received is generated and serves as the foundation of the development plan. Additionally, a tried and true on-line assessment outlining the leaders' top 5 leadership strengths is added to the interview data.

Leadership Coaching Sessions

After development goals are set, participants will receive a monthly one-hour 1:1 tele-coaching session between workshops. MPG coaching creates an ongoing trusting partnership that helps clients produce fulfilling and tangible results in both their personal and professional lives. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their leadership presence.

Workshops

The design and facilitation of each workshop is founded on accelerated learning theory, advanced instructional design, proven coaching and facilitation methods as well as Neuro Linguistic Programming. Participants will find insight balanced with practicality, which is a cornerstone of MPG workshops.

Strategy Assignment

Participants will work together in sub-teams to assess, design, present and implement a strategic imperative to further the organization's development. It is recommended that an executive mentor/sponsor be assigned to the sub-teams. Executive Mentors provide a level of cultural leadership that can aid learning while building strong internal relationships.

Team Coaching

The sub-teams will receive ongoing team coaching as they complete their assignment. This breakthrough coaching is from the work of Organizational Relationship Systems coaching and targets on strengthening the relationship among the participants. This ensures that the teams work well together to accomplish their goals as well as further their skill in leading their own teams.

Executive Presentation

The sub-teams will present their recommendations for implementing their strategic imperative to the Executive team and/or other stakeholders chosen by the organization.



About Tracie Moser, CPCC Moser | Performance Group

Workshop Facilitation

Error! Contact not defined. found her first niche in 1995 when she landed her first of many positions in the Training and Development field. Since then, she has developed and led countless workshops in communication, leadership, teamwork and career management. Tracie was also a continuing education instructor in an instructing adult learners program where she taught other Training and Development professionals, needs assessment, designing training, delivery training and interpersonal communication.

Neuro-Linguistic Programming (NLP)

Intrigued with her workshop participants, and armed with a desire to increase her effectiveness as a workshop facilitator, Tracie dove into the field of NLP achieving Practitioner status in 1998, Master Practitioner in 1999 and then became a Certified Trainer of NLP in 2000. Logging well over 500 combined hours in training, assisting and coaching in this field, she added a layer of insight, tools and effectiveness that support her today in her coaching and workshop delivery.

Leadership Coaching

Tracie Moser successfully completed the Coaches Training Institutes Co-Active Coaching program in 2005 and graduated their certification program in 2006 making her a Certified Professional Co-Active Coach (CPCC). Tracie Moser is also an Associate Executive Coach with Integra-Leadership, which is the North American division of the global coaching firm Inner Call Coaching.

Team Coaching

Because of her love of working with groups, Tracie Moser attended the Center for Right Relationships' (CRR) Organizational Relationship Systems Coaching (ORSC) program in 2006 and certification program in 2008. These programs give Tracie the expertise to work with teams from 2 to 22. In addition, she became an authorized facilitator of the Stellar Team Diagnostic tool that measures team effectiveness from a system perspective.

Organizational Development

Tracie has helped organizations become more effective and efficient by developing a variety of organizational learning systems, processes and tools. She has developed competency systems, 360-degree feedback tools, career development processes and tools, performance management systems and operational training systems and processes.