



You Can Accomplish and Expect the Following from Your Personalized Leadership Development Program™ (PLDP):

You Create and Internalize a Personalized Leadership Action Plan

You leave with a tangible, clear action plan – a roadmap – of how to turn around that which is holding you back, based in part on feedback and assessment results. More importantly, your plan acknowledges root cause, much of which you had been earlier unaware; thus, the insights enable a greater likelihood for your permanent positive change that we phrase as a “*new social knowingness*”. Your plan is individualized and successfully played out; thus you know how to take it out there and make it work.

Lasting Self-Awareness/Emotional Intelligence Approach

Leading with self-awareness and emotional intelligence include recognizing and managing those behaviors that have the potential to undermine your strengths. Harvard Business Review starting in December, 2001 has been asserting “Leadership’s First Commandment: Know Thyself... No tool can help a leader who lacks self-knowledge.” Dr. Holly Latty-Mann has been referenced as the “Michelangelo of Self-Awareness”. It’s noteworthy that Daniel Goleman in his landmark book *Emotional Intelligence* identified Self-Awareness as the major factor in attaining and growing emotional intelligence.

Ethical Principles Training

We consciously acknowledge and thus practice ethical principles among all staff members within our leadership organization and beyond and thus incorporate ethics in how we approach developing leaders, which not only includes content but the delivery process as well. In particular, we make ethics an integral part of our training based upon the teachings within our co-founding president’s book, *Supra-conscious Leadership: New Thinking for a New World* by James N. Farr, PhD. This also explains the pronounced number of comments our graduates make regarding what a safe setting we provide for people to take a look at what’s working and not working within themselves. The spirit of support rather than criticism is felt throughout all methodologies and content. It’s simply the right thing to do.

Unique Corporate Teambuilding Training Process

Conventional approaches to corporate teambuilding training tend to rely on processes that often times can be experienced as contrived, thus producing a “scripted” demeanor, which is better than no change but defies authenticity, which is necessary for people to make meaningful human connections with one another.

2014 – 2017 Awards, Top Thought Leader in Trust and Trustworthy Business/Trust Across America

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Impacting Relationships to Impact Bottom Line



Our corporate teambuilding training program subtly draws its participants into a team within approximately 36 hours. Participants naturally (without self-consciousness) connect during this corporate teambuilding training process and thus become highly motivated to engage in similar fashion upon their return to their respective organizations. Not only is teambuilding training effective for everyone, it is also an antidote for those who may be perceived as resisting workplace team playing.

You Leave with a Winning Delivery System

Your personality represents your delivery system, and if people like your delivery system, not only will they more likely support and follow your lead, but frankly, they will also enjoy working with you more and will thus represent you more favorably to others within and outside of your organization. This is something nobody can fake, which is why self-awareness is basic in addressing root-cause changes.

Unique “360°Plus” Approach

You get to experience yourself through others’ eyes. This creates a compelling motivation to follow through and change accordingly. Because our program creates a safe environment where one’s dignity is honored, our participants can hear negative feedback without a disabling defensive posture and thus feel compelled to make lasting change through the engagement of their subconscious, where the mechanisms of permanent change are housed.

The 360°Plus signifies an unusually deep, comprehensive level that we believe we pioneered during our early days with our co-founding president, the late Dr. Jim Farr. Both content and process leave little to no room for doubt regarding the fundamentals of what’s working and not working in each person’s social approach with others (another way to define one’s leadership persona).

More specifically, the *content* represents the actual words from a more meaningful list of respondents than traditional 360°s. The format further departs from traditional Likert Scale measures and thus eliminates the guesswork in what the feedback is suggesting. Rather, it offers an operational definition that makes the development of an action plan clear and practical. The *process* itself ensures the message reaches that part of one’s brain responsible for permanent, positive change. This is to say it is designed to work at root cause rather than at a superficial level, thereby once again, supporting the likelihood of permanent, positive change.

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Unmatched Expert Facilitation

Tweaking personalities at a depth to ensure lasting change is a highly psychologically-driven process. Dr. Latty-Mann is a Duke-trained, licensed psychologist with two doctorates in psychology with the business acumen it takes to run a successful organization for 20 years in a competitive market. Our other change-agents/program facilitators are similarly credentialed and in areas that both complement and supplement one another's specializations.

Of great importance, all facilitators openly share their own past challenges and paths to success. You will experience our facilitators as human, authentic, and trustworthy.

Unmatched Permanent Positive Change

Permanent positive change in any program cannot take place without an accompanying emotion which can be felt as internal and private. You can expect to experience at least private emotions, and thus achieve lasting change. Research is very clear regarding the value of emotions in both change and leadership dynamics, yet most leadership organizations tend to keep emotions at the cognitive level and thus tend to lecture on the value of emotions. *Thinking one's emotions is not the same as experiencing them*, the latter of which is a prerequisite for long-term, positive change. Emotional intelligence is at the heart of self-awareness and meaningful human interconnections.

Unmatched Success Ratio

Visit our [testimonials page](#) to appreciate how over 98% of our PLDP graduates (names, titles, companies) rate their workshop experience as the best ever for both personal and professional development.

Go ahead and envision your own testimony of change, if not that of someone you wish to grow and support. When you visit our testimonials page, envision your name there along with the testimonial of your own choosing based upon what you want to experience as a result of your participation. By following the format of the workshop, you have every right to expect this change, which is why we can guarantee your workshop experience to deliver the results (testimonial) you're envisioning.

4-week, Post-workshop Accountability Support

We build into our hallmark 5-day program a 30-day accountability component in answer to the research that asserts permanent change takes between 21 and 30 days following self-awareness/emotional intelligence training. This post-workshop experience ensures our participants not only maintain their gains, but also grow them as they cultivate a more purposeful, fulfilled and self-directed life.

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