

300 Senior Director Graduates

500 Senior Manager Graduates

Delivered in 30 Locations
Globally



The Senior Leadership Program of
choice for Abbott Nutrition and
Alkermes Pharmaceuticals



The Mindful Leadership Online
Development Program

WHO IS THIS PROGRAM FOR?

SITE DIRECTORS & THEIR TEAMS AND/OR INDIVIDUAL SENIOR LEADERS
WITH NATIONAL OR GLOBAL RESPONSIBILITY

THIS COURSE MAY BE FOR YOU IF

- You are a Senior Leader, and you wish to calibrate and develop your leadership skills to be on par with world class leaders.
- You want a proven and practical field-tested leadership development program that over 300 Senior Directors and 500 Senior Managers have successfully completed to date.
- You want to accelerate your leadership effectiveness by developing all of the core competencies of world class leaders within an eighteen-month period.
- You wish to develop core leadership competencies such as High Performance Coaching, the art of Holding Courageous Conversations, Transforming Conflict into Collaboration and building a sustainable High Performance Culture through increasing Psychological Safety.
- You wish to transition from managing in the business to leading and working on the business.

THIS PROGRAM HAS BEEN FINE TUNED OVER A TEN YEAR PERIOD OF FIELD TESTED RESEARCH IN WORLD CLASS ORGANIZATIONS. THE PROGRAM STRIKES A BALANCE BETWEEN ACADEMIC AND REAL WORLD LEADERSHIP.

PROGRAM STRUCTURE

- This program has been optimized for virtual delivery using the Zoom platform. The program begins with a sixty minute Program Launch between the Program Facilitator & the Program Participants.
- The participants will then complete some online leadership assessments which will act as a baseline for their development over the following eighteen month

leadership development journey. This is followed by a three-way coaching conversation between each participant, their manager, and the program facilitator to identify and align on the leadership skills that the participant will need to focus on and develop over the eighteen month period.

- The program consists of twelve ninety-minute virtual modules and after every four modules each participant will meet for individual ninety-minute executive coaching sessions with the program facilitator. The purpose of these one-to-one sessions is to support the participant to apply their learnings from the modules into their daily roles
- This initial six-month segment of the program will end with a final three-way coaching session between the participant, their manager, and the program facilitator to ensure that the participant has developed all of the leadership skills that they set out to develop.
- Finally, the program facilitator and the staff at the Mindful Leader Office will be available to provide additional support to all participants throughout the eighteen month journey.

KEY COMPETENCIES DEVELOPED ON THIS PROGRAM INCLUDE

- High Performance Coaching
- Holding Impactful Courageous Conversations
- Transforming Conflict Situations into Collaborative Solutions
- How to create a culture of high performance through Psychological Safety
- Managing Under Performance
- The Importance of Leadership Presence
- Maximizing Personal Influence through the Power of Active Listening
- Building Trust through Embracing Vulnerability
- Building Resilience to thrive in environments of constant change

GRADUATES OF THIS MINDFUL LEADERSHIP DEVELOPMENT PROGRAM WILL BE AUTOMATICALLY ENROLLED INTO THE MINDFUL LEADER ACADEMY AND WILL HAVE COMPLEMENTARY ACCESS TO THE RESOURCES OF THE ACADEMY FOR THE ENTIRE DURATION OF THIS PROGRAM.

PARTICIPANT TIME COMMITMENT and PROGRAM DETAILS

<p>Week 1</p>	<p>Program Launch. Time Required: 60 Minute Team Meeting</p> <p>The first step in The Mindful Leader Journey is to schedule a call between the Participants and the Program Facilitators. The purpose of this call is for the facilitators to provide an overview of the program and for the participants to ask any questions that they may have.</p>
<p>Week 2</p>	<p>Leadership Self-Assessments Completed by each Participant. Time Required: 15 Minutes per Assessment</p> <p>In week 2, the participants will be invited to complete some Pre-Work assessments consisting of (1) Ego States Profile Questionnaire (2) Working Styles Questionnaire (3) A Mindful Leader Specific 360 Profile (4) TKI Conflict Styles Profile</p>
<p>Week 4</p>	<p>The Five Dysfunctions of a Team Assessment. Time Required: 15 Minutes per Participant.</p> <p>The Five Dysfunctions of a Team Assessment will be used at the start of this Mindful Leadership Journey to baseline the current level of performance of the team in areas such as Trust, Conflict, Commitment, Accountability and Focus on Business Results.</p>
<p>Week 6</p>	<p>Initial Three-Way Coaching Sessions. Time Required: 90 minutes / Participant</p> <p>In week 6 of the program, each participant and their manager will take part in an Initial Tripartite Coaching Session with the Program Facilitator. The purpose of this session is for the manager, the participant, and the program facilitator to align on the strengths and leadership gaps of the participant and to align on how the participant intends to address these leadership gaps throughout this Mindful Leader Program.</p>
<p>Week 7</p>	<p>Modules 1 & 2. Time Required: 3 Hour Team Meeting</p> <p>Module 1 will explore the Principles of Mindful Leadership</p> <p>Module 2 will explore the Strengths & Derailers of your Existing Leadership Style</p>
<p>Week 8</p>	<p>Modules 3 & 4. Time Required: 3 Hour Team Meeting</p> <p>Module 3 will explore building Trust through Professional Contracting</p> <p>Module 4 will explore Courageous Leadership through Embracing Vulnerability</p>

Week 10	1:1 Coaching Sessions. Time Required: 90 minutes / Participant
Week 12	<p>Modules 5 & 6. Time Required: 3 Hour Team Meeting</p> <p>Module 5 will explore the difference between Coaching & Mentoring</p> <p>Module 6 will explore the Core Competencies of High Performance Coaching</p>
Week 13	<p>Modules 7 & 8. Time Required: 3 Hour Team Meeting</p> <p>Module 7 will provide the participants with the opportunity to practice having one-to-one Coaching conversations</p> <p>Module 8 will provide the participants with the opportunity to practice team coaching and how to use a coaching approach to improve the effectiveness of Team Meetings</p>
Week 15	1:1 Coaching Sessions. Time Required: 90 minutes / Participant
Week 17	<p>Modules 9 & 10. Time Required: 3 Hour Team Meeting</p> <p>Module 9 will explore how to transform Conflict Situations into Collaborative Solutions</p> <p>Module 10 will support participants to become more aware of their own default conflict style and where this default style might support them and where it might derail their effectiveness.</p>
Week 18	<p>Modules 11 & 12. Time Required: 3 Hour Team Meeting</p> <p>Module 11 will explore how to prepare and plan for a Courageous Conversation</p> <p>Module 12 will provide participants with the opportunity to practice having some courageous conversations.</p>
Week 20	1:1 Coaching Sessions. Time Required: 90 minutes / Participant
Week 24	<p>Final Three-Way Coaching Sessions. Time Required: 90 minutes / Participant</p> <p>This Final Tripartite Coaching Session is a mirror image of the Initial</p>

	Tripartite Coaching held during Week 6 of the program. The purpose of this three way conversation is for the participant to provide real evidence of where they have closed their leadership gaps.
Week 26	<p>Participant Report Out . Time Required: Each Participant will be invited to give a 15 Minute Presentation to address each of the following three questions:</p> <ol style="list-style-type: none"> 1. WHAT INCREASED SELF AWARENESS HAVE YOU EXPERIENCED ON THIS MINDFUL LEADER PROGRAM ? 2. HOW HAS THIS INCREASED SELF-AWARENESS INCREASED YOUR EFFECTIVENESS AS A SENIOR LEADER AND WHERE IS THE REAL EVIDENCE ? 3. WHAT HAS BEEN THE BUSINESS IMPACT OF YOUR PARTICIPATION ON THIS MINDFUL LEADER PROGRAM.

ABOUT THE MINDFUL LEADER ACADEMY

The research for the Mindful Leader Academy began in 2009 and the academy was formally established in 2013. To date, the Academy has supported the development of more than 300 Senior Directors and more than 500 Senior Managers in more than 30 locations globally. The philosophy of the Academy has also been translated into Spanish, Dutch and Chinese.

Although the leadership development philosophy of the Academy is based on solid academic research, what differentiates the academy is its focus on practical leadership skills that can be used in today's constantly changing and time challenged organizational environments.

For additional information on the Mindful Leader Academy please see www.mlacademy.ie. and for any additional information on this Mindful Leadership Development Program please contact the Program Manager Lisa Carey (lisa@mlacademy.ie)

THE PROGRAM FACILITATORS ARE JJ O RIORDAN & LINDA O MAHONY



<https://www.linkedin.com/in/jjoriordan/>



<https://www.linkedin.com/in/linda-o-mahony-41691b1a/>

For additional insights into the philosophy of the Mindful Leader Academy, please view this LinkedIn post by the Mindful Leader Academy Co-Founder, JJ O Riordan, where he shares the business benefits of creating a Psychological Safe work culture

<https://www.linkedin.com/feed/update/urn:li:activity:6734901803504189440/>