

# Relevant Movement

## BREAKTHROUGH REFLECTIONS

### EXECUTIVE DEVELOPMENT

BOLD AWARENESS | PEAK PERFORMANCE | INNOVATIVE IMPACT

Are you ready? Are you willing? Are you prepared to boldly look underneath the surface of your executive behavior in order to drive toward a new level of leadership performance? Companies need to produce innovative paths for accomplishing the group mission and as the executive, you guide the changes needed to transform the results. If you find yourself ready to step out in greater confidence we can connect your personal potential to actions that are necessary for executing change and growth in your organization.



Breakthrough Reflections is dedicated to executives and business owners who lead in changing, dynamic environments.

Change leadership incorporates intentional actions directed to leading through relationship. The foundation of this program is built on the understanding that leaders who are effectively guiding their organizations through continually changing dynamics have successfully established a high *return on their relationships* or what we call ROR.

The most effective means for establishing, building, and maintaining relationships of value is to have a deep understanding of self, a growing understanding of others, and discovery plus implementation of professional growth steps. Taken together, this shapes behavior that acts as a conduit for motivating, inspiring, and bringing people together toward a commonly appreciated purpose and the accomplishment of related objectives.

The Breakthrough Reflections Program is threefold:

Kaleidoscope Vision for Bold Awareness.

Invest in your emotional equity with the EQ-i assessment instrument to discover your level of emotional intelligence.

Capacity Coaching for Peak Performance.

Maximize your strengths and understand your unique opportunities to shift your paradigms, making change happen.

Leadership Signature for Innovative Impact.

Online activities to maintain your awareness for producing relationships and results in new ways.

"There are two basic types of leadership. Transactional and transformational. Transactional leadership is the ability to direct people, manage resources, and get the job done. But transformational leadership, the most important form of leadership today, is the ability to motivate, inspire, and bring people together to higher levels of performance."

*Brian Tracy*

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is directed toward understanding the leader's innate emotional structure.

How often have you thought or heard this sentiment, "they are astoundingly smart, but they have no street sense!" Why is it that some smart people are not as successful in life as they wish to be? We believe, and research shows, that it's not enough to be intellectually above average or even boast an IQ that is over the top. Brilliant leadership requires high levels of emotional functioning as well as being technically savvy.

Sufficient emotional strength offers opportunity for successful social functioning which is the underpinning of effective relationships. We recognize that a positive return on relationship (ROR) is critical for executives who wish to grow or effect change in their organization.

The Breakthrough Reflections program will take you underneath the surface to allow you an understanding of your emotional functioning through the EQ-i, an emotional intelligence inventory assessment. Dedicated time and careful attention are directed to comprehending this assessment report, allowing you some very bold awareness of yourself.

On the heels of the assessment report meeting, we will engage you in a coaching process designed to focus your attention toward integrating what you have learned from the EQ-i tool into professional development steps geared to drive you toward peak performance in your current leadership role. This is where we recognize your leadership behavioral ability as a direct and crucial link to overall organization success.

The final phase of the program provides ongoing recognition of key components for effective leadership by connecting you to weekly and monthly online activities. These weekly and monthly activities are the vehicle for maintaining awareness of your leadership strength; which is vital for extending the benefits of what has been learned through the assessment report and coaching process.

### Breakthrough Reflections Program Outline

#### Phase One - Bold Awareness

- ^ Program Introduction Meeting
- ^ Assessment Activity & Report Meeting

#### Phase Two - Peak Performance

- ^ Four (4) One-to-One Tele-Coaching Meetings

#### Phase Three - Innovative Impact

- ^ Continuing weekly and monthly online activities

Are you ready, are you willing to see yourself boldly, drive toward a new level of individual performance, and innovate in fresh ways to impact positive change in your organization?

Contact us for more information: 952-746-9509.