

# Executive Leadership RPM® Experience

Leadership RPM® is fully customized based on your company culture and the outcomes you hope to achieve. Utilizing industry and company specific case examples, projects and experiential learning activities, we tailor unique programs to develop **R**esonant, **P**owerful and **M**asterful leaders.

## Choose your delivery

Whether you prefer in-person, virtual or a combination of both, we'll shape your program to fit your needs.

Live



Hybrid



Virtual



## Choose your pace

You determine the length and pace of your leadership experience.

6 months • 9 months • 12 months



## Choose your project

Executives pick a company initiative to work on throughout the course of their Leadership RPM® Experience. This immersive learning brings lessons learned to life.



## Needs Assessment

Prior to the launch of the program, customize your Leadership RPM® Experience to meet the needs of your leaders, teams and culture.

## Leadership RPM® Assessments & Feedback

Through the Leadership RPM® 360 feedback and self assessment process, each participant will meet with an Equilibria coach to identify their key strengths and areas for development.

## Live & Virtual Facilitated Sessions

These high-impact sessions are led by Equilibria's expert facilitators. Each of the 4 MileMarkers of Leadership RPM® are explored throughout the program.

## Ignitor Exercises

For optimal learning and to sustain momentum, participants will receive micro-burst assignments to complete on their own, or with their teams.

## Individual or Group Coaching Sessions

Once per phase Equilibria coaches will meet with each participant and/or the group for intensive coaching.

# Executive Four MileMarkers of Leadership

Our research and experience has identified four critical MileMarkers of leadership that executives need to master in order to become **R**esonant, **P**owerful & **M**asterful. The content within these MileMarkers is customized to meet the needs of your executives, your company and your industry. We'll also customize activities, assignments and case studies to address specific challenges faced by your executives and their teams.

## Leading Self

### Am I the person others can follow?

The beginning phase facilitates transformative self-discovery in the areas of:

- Strengths, capabilities and emotional intelligence
- Natural thinking, relating, leadership and behavioral styles
- Levers of motivation and performance improvement
- Personal liabilities that risk derailment

## Leading Others

### Do you inspire synergistic relationships?

The second phase of our program promotes leadership excellence by honing:

- Influence through effective communication
- Negotiation, conflict and resistance management & resolution
- Feedback delivery that challenges and supports others
- Persuasive messaging



## Leading Teams

### Do you leverage the strengths of your team?

The third phase helps executive leaders master group dynamics to:

- Foster more truly collaborative initiatives
- Promote innovation, creativity and solution focused team work
- Inspire a grassroots coaching and mentoring team culture
- Influence group action and manage group re-action

## Leading Cultures

### Do you have a strategic vision?

In the culminating phase of our leadership development experience, leaders are provided opportunities to:

- Imagine, develop and convey a compelling vision for the organization or team
- Reach, engage, and retain employees & customers
- Foster the competitive ability to identify and seize favorable risks
- Manage cultural change that accommodates a more forward orientation

# Executive Sample Program (Hybrid) for Executive Leadership RPM® Experience



*Founded by this lady* 

**Nicole Lipkin**  
Psy.D., M.B.A.



*Joined up by this guy* 

**Brett Bell**  
Psy.D., M.A.



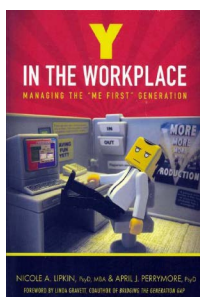
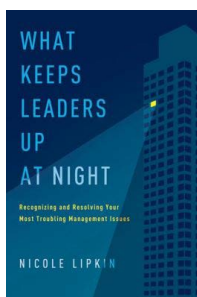
*Together we believe leadership development is human science.  
Not rocket science!*

By bringing human nature back into business, Equilibria develops your leaders, your culture and your company. We provide consulting, training, development programs and coaching to help companies and individuals hone, develop and refine their leadership capabilities and potential from average to outstanding. And who doesn't want a little outstanding?

*Check out the cool things we do and the fun people that work with us*

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