

lead with intention™

DESIGNING CUSTOM SOLUTIONS FOR MILLENNIAL LEADERS + THEIR MANAGERS

organizational culture consulting + strengths-based 360 analysis

The purpose of this **half-day interactive on-site consulting session** is to observe and analyze your current team dynamics, organizational culture, and leadership style. During our time together, we will be engaging with your team in order to:

- Collect 360-feedback data through questions and self-report surveys
- Provide observations and insight into management and leadership style
- Record positive developments and feedback from your team
- Share cultural and environmental assessment of your physical workspace
- Offer suggestions for continued growth and development for your team

We will begin by meeting in a group setting and collect observational data. Then we will talk with the entire team about their team culture, what they enjoy on the team, the biggest challenges and opportunities for growth that they observe, and their perception of the management style of the team leader. We will then spend one-on-one time with each team member to discuss their personal experience and ideas for improving the team culture. All responses and information shared will be kept anonymous and confidential. A comprehensive report will be created from aggregate data that will be shared with the team leader and other team members and colleagues as desired.

Below is an overview of the **flow of the day**:

- Introductory meeting with client: 10-15 minutes
- Shadowing team meeting: 30-60 minutes (as desired)
- Meeting with team members to talk about existing culture: 15-20 minutes
- Individual meetings with each team member: Approximately 10-15 minutes
- Collecting environmental data and organizational analysis surveys: Ongoing
- Closing meeting with client to discuss next steps: 10-15 minutes

Total Estimated Time: 3-4 hours

Following this on-site visit, we will provide the following **deliverables** to the client and team:

- Compilation of data and creation of Organizational Leadership Report (within 1-2 weeks)
- Follow-up Executive Coaching to debrief Organizational Leadership Report (within 2 weeks)
- Scheduling recommended team trainings and leadership development initiatives (ongoing)

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about the consultant

Leslie M. Bosserman, M.Ed., CPCC is an Executive Coach and Lifestyle Strategist for Millennial Leaders and their Managers. After working for a decade in higher education and student development, Leslie launched [Lead With Intention™](#) – a boutique coaching and consulting practice that specializes in leadership coaching, customized training, and organizational strategy for clients and their teams around the world. She collaborates with a range of creative professionals from entrepreneurs launching their startups to executive leaders at Fortune 500 Companies.

Using the science of applied positive psychology alongside coaching modalities, Leslie digs deep to champion her clients' greatest strengths to help improve how they work, lead, and live. She created a new paradigm for leading from the inside-out called Wholehearted Leadership™ that is already transforming individual lives and organizational cultures.

As a two-time UCLA alumna, Leslie graduated with her Bachelor's in Mass Communications (B.A.) and a Master's of Education (M.Ed.). She is also trained as a Certified Professional Co-Active Coach (CPCC) through [The Coaches Training Institute](#), international leaders in Coach Training and Leadership Development.

Before becoming a Professional Coach, Leslie worked at the University of Illinois at Urbana-Champaign where she taught leadership and diversity classes as well as ran a campus-wide Leadership Certificate Program for over 500 students, faculty, and staff members. She also has worked professionally in residential life and academic research at UCLA and in Public Affairs at Lawrence Livermore National Laboratory under the U.S. Department of Energy.

Currently serving as the TEDxSacramento Event Coordinator, Leslie volunteers on the core leadership team where she manages event logistics as well as recruiting, selecting, and training volunteers for the many local TEDx events throughout the year. She also helped develop the structure and content for the newly launched international Leadership Fellowship Program, which she administers for current volunteers abroad in Amman, Jordan.

Leslie loves to travel and explore new places and has visited over 30 countries as well as living abroad in the Middle East for a year where she volunteered at local schools with her husband, Joel. She is an avid artist who also enjoys karaoke, cooking ethnic food, writing in local coffee shops, and practicing yoga. Leslie lives in Northern California and travels internationally for coaching, organizational trainings, and retreat facilitation.

