

lead with intention[®]

DESIGNING CUSTOM SOLUTIONS FOR MILLENNIAL LEADERS + THEIR MANAGERS

organizational + team training

Below is a menu of training workshops Lead With Intention[®] currently offers. For more information about each workshop or to discuss customized training options, please contact

Leslie@LeadWithIntention.com

training topics:

- Managing Millennials in Today's Workplace
- Becoming a Wholehearted Leader
- Solutions Focus Thinking
- Team Strengths Mapping
- Advanced Strengths Development
- Energy Management for Full Engagement
- Increasing Your Margin for Success
- Leading With Emotional Intelligence
- Creating Your Leadership Manifesto
- Cultivating Powerful Leadership Presence
- Stop "Shoulding" All Over Yourself
- Foundations in Coaching (Train-the-Trainer)
- Customized Leadership Solutions (Designed specifically for you)

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managing millennials in today's workplace

Millennials want to feel involved and engaged. Not just paid and promoted.

Based on their unique profile, many executive leaders and managers are finding it more and more demanding to supervise these high-potential emerging leaders.

It's not enough to engage Millennials, you must also retain and grow their talent in order to develop a strong team. While you may be a more established leader with a well-developed cadre of skills, its common to feel overwhelmed, confused, frustrated, and even a little lost when trying to manage this dynamic generation with their specific needs and desires.

This training supports Executive Leaders and managers who are...

- Managing a cross-generational team and need more support
- Hiring emerging leaders or recent college graduates
- Looking for sustainable strategies to engage and grow Millennial leaders
- Designing incentive programs to attract and retain Millennial talent

Length: 2 hours; can be modified to be 1-6 hours as desired or customized into a follow-up consulting and/or Executive Coaching session

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becoming a wholehearted leader

For today's dynamic leaders, it's no longer enough to simply have outstanding performance, larger paychecks, and the corner office. They are looking to connect a deeper sense of purpose to their work and feel more energized throughout their day.

They are hungry for a new kind of leadership that fits their lifestyle and allows them to integrate their most important priorities with their work, instead of around it. They crave a life that is driven by their values, rather than the bottom line.

This workshop will present the groundbreaking framework for Wholehearted Leadership™ so you can:

- Deepen your awareness about yourself and others;
- Live with more authenticity based on your core values; and
- Act with a sense of energizing audacity as you achieve your goals
- Set some powerful leadership intentions for who you want *to be*

Length: 2 hours; can be modified to be 1-4 hours as desired or customized into an offsite retreat experience

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solutions focus thinking

Feeling stuck in mounting problems or draining dead ends? Then it's time to shift your focus to find possibilities that are energizing to propel you forward!

Solution Focus Thinking is a big idea that focuses on small steps and keeping it simple. This unique model is based on focusing on desired changes, finding what enables success, and doing more of it. Because it emphasizes what's already working, Solution Focus Thinking naturally offers a practical route away from a blame and shame culture so you can embrace possibilities, rather than dwell in problems.

This interactive training will present core principles of Solution Focus Thinking tailored for executive leaders and their teams, including how to:

- Change your perspective when you're stuck and help others do the same
- Deepen your curiosity through practicing Appreciative Discovery
- Apply scaling techniques to discover new solutions and possibilities
- Use the solutions-focused coaching model, OSKAR, in individual reviews and team settings

Length: 2 hours; can be modified to be up to 4 hours as desired; the Solution Focus Thinking model can also be applied in a culture consulting session as requested

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team strengths mapping

When you identify your natural strengths and work from them, you increase your motivation, focus, and confidence. Positive psychology research has also shown that strengths-based teams are more engaged, creative, and productive.

This interactive workshop aims to increase individual awareness and collective team commitment around strengths in order to improve workplace relationships and boost employee engagement. Using the R2 Strengths Assessment* and applied positive psychology and coaching interventions, this workshop will help participants:

- Identify your natural strengths, learned behaviors, and weaknesses
- Map collective team strengths and analysis themes and patterns
- Understand how your individual strengths show up within your team culture
- Set individual and group goals to apply strengths to improve workplace dynamics

Length: 2-4 hours as desired; can be a full-day (6-8 hour) training if combined with [Advanced Strengths Development](#)

*This workshop can also be facilitated using Gallup's StrengthsFinder assessment as desired.

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advanced strengths development

Doing too much of what you're not good at drains your energy. So does doing too much of what you *are* good at. Your energy level is directly related to how you use your strengths based on your environment.

Simply knowing *what* your strengths are is not enough. You must also learn *how* and *when* to use them appropriately. This advanced training will go deeper into the science behind strengths and how to use them in various interpersonal contexts as well as what *not* to do!

Through groundbreaking psychological research on strengths development, participants will learn how to:

- Appropriately apply strengths in context
- Develop their strengths based on three advanced levels
- Recognize the social costs and consequences of strengths use
- Work more effectively with others who have similar and different strengths

This session is designed as a follow-up to the Team Strengths Training. More comprehensive strengths development research will be shared and discussed, building upon participants' strengths foundation. The majority of this session will be spent facilitating interactive dialogue around ideas for using strengths to enhance workplace culture and strengthen team relationships. Participants will leave with specific ideas and action steps for how to use (and not use) their strengths in interpersonal settings in order to be most effective.

Length: 2-4 hours as desired; can be a full-day (6-8 hours) training if combined with [Team Strengths Mapping](#)

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energy management for full engagement

The secret to getting things done efficiently *isn't* better time management. Your performance, health, and happiness are grounded in how well you manage your *energy* – not your calendar! No matter how strategic a time manager you are, without knowing how to use your energy, you still will feel drained, disconnected, and discouraged. **Imagine what your day would be like if you could feel naturally energized and motivated, while being productive.**

In this comprehensive training, we will:

- Review key energy management research
- Reboot your daily schedule so it energizes your life
- Refocus on *who* you need “to be” instead of *what* you need “to do”
- Reclaim renewal in your daily life through rituals and routines

Learning groundbreaking energy management skills can change how you work and live – leading to higher levels of performance and renewal! This interactive training will teach participants how to feel more physically energized, emotionally connected, mentally focused, and spiritually aligned.

Length: 2 hours; can be modified to be 1-6 hours as desired

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increasing your margin for success

Let's face it. In our crazy-busy lives we all eventually hit an overload point-of-no-return!

But do we have to?

And how do we recover once we get there?

The most successful people share one secret weapon: They intentionally create and integrate an effective margin into their lifestyle.

This interactive workshop will help you:

- Understand the purpose and value of creating margin in your life
- Recognize your overload point and what to do about it
- Develop emotional endurance and expand your range
- Integrate energy management techniques to increase your effectiveness
- Build a deeper sense of team community and connection

This session is designed as either a stand-alone session or can be a follow-up **Energy Management for Full Engagement**.

Length: 2-4 hours or can be a full-day (6-8 hours) training if combined with **Energy Management for Full Engagement**

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leading with emotional intelligence

Emotional intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, for managing emotions well in ourselves and in our relationships. It includes the ability to identify, assess, and control the emotions of oneself, of others, and of groups.

While the concept of Emotional Intelligence is not new to thriving organizations, it can often become an afterthought in busy company cultures when other needs are more urgent. In order to enhance relationships in the workplace and beyond, you must first deepen your self awareness and social skills.

This interactive training will cover the following:

- Introduce the four cornerstones of Emotional Intelligence
- Review the 21 competencies for leading with Emotional Intelligence
- Assess personal areas of strength and opportunities for improvement
- Set energizing goals and develop team accountability structures

Length: 2 hours, expand up to 4-8 hours will more in-depth team consulting and custom facilitation

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creating your leadership manifesto

Take a moment to really consider what grounds and guides your life. Whether you're a six-figure CEO or the parent of a six-year old (or both!), creating your Leadership Manifesto allows you to put power behind your purpose!

By creating your own Manifesto, you have the opportunity to share what is true, genuine, and authentic for YOU. It's your chance to dig deeper into the values that ground you and the purpose that drives your life. Your Manifestos can help guide you when making important decisions and help keep you focused on your top priorities and goals.

This interactive workshop is a step-by-step guided reflection on how to create your own Leadership Manifesto, where you will:

- Understand the purpose of creating a Leadership Manifesto
- Learn the three components of "Manifesto Magic"
- Complete a draft of your own Manifesto
- Brainstorm and apply creative ways to share your message and expand your impact

This workshop can be done in a team setting where everyone creates their own Leadership Manifesto, or modified to facilitate a larger team's creation of an organizational Leadership Manifesto for their work together.

Length: 2 hours; can be modified to be longer if customized for a larger team Manifesto

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cultivating powerful leadership presence

What do others experience when they engage with you? What would you like them to remember?

How you “show up” determines your impact. This workshop will cover a variety of communication techniques – verbal and non-verbal – to help you cultivate a deeper sense of presence as a leader.

Through a series of reflective and interactive exercise, this workshop will help participants:

- Get grounded in their core values
- Identify leadership blind spots that are blocking their impact
- Enhance their communication through deep listening
- Create energizing goals to grow their leadership presence

Length: 60-90 minutes depending on team size

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stop “shoulding” all over yourself

When you spend your energy “shoulding” all over your life, you miss out on being present and engaged with those you can impact. This workshop focuses on breaking through negative mindsets in order to embrace more positive leadership habits.

Through a series of engaging exercises and reflections, participants will:

- Learn the core drivers behind “shoulding” and how to stop them
- Retire old beliefs and practices that are getting in their way
- Reclaim personal power over what they can – and will – do
- Access greater levels of sufficiency and peace

Length: 60-90 minutes depending on team size

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foundations in coaching (train-the-trainer)

Over the last decade, coaching has become more prominent as a strategy for organizational – and life – effectiveness! As a manager, learning and practice core coaching techniques can directly influence how you lead and grow your team.

This interactive training will teach you the following:

- What coaching is and isn't
- When to use coaching skills (and when not to)
- Foundations of coaching and specific skills to implement right away
- Strategies for self-reflection and team assessment

This workshop is designed as a train-the-trainer model to teach leaders foundational coaching skills that they can both apply as well as train others on to enhance their organizational and team cultures.

Length: 2-8 hours based on level of depth desired

custom leadership solutions

In addition to offering these core trainings, we also specialize in creating custom leadership solutions for Executive Leaders and their teams. Please contact Leslie@LeadWithIntention.com to learn more.

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about the trainer

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 international Leadership Fellowship Program, which she administered for 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.

