

Leading As Coach

Learning Intensive



true ventures

CONSTANCEE
Growing Great Leaders

Continued Learning Opportunity: Building Great Leaders Program

September 2017 - March 2018

Why does leadership and development matter?

"Establishing a good culture is not separate from running a company, it is running the company."

–Jeevan Kalanithi, Entrepreneur in Residence Lux Capital

What does it mean to be a great leader and why does it matter? What is culture and why is it important? Why should I spend time and resources on professional growth when there are so many important practical issues, priorities and problems to attend to? Is growth a luxury that I can afford to leave for later?

Most new companies fail and the few that survive do so mostly because the founders / leaders are able to execute in a way that enables them to adapt, learn and evolve the business. Successful businesses rarely end up as they started out. This is why investors back the team over the idea.

So why does being a great leader matter? It's because this is the #1 thing that determines success. Leadership doesn't just mean motivating others. It includes everything that goes into being a great entrepreneur, including making great decisions, being flexible, listening, learning one's lessons quickly, being able to inspire others, attracting great people, choosing to have the right people on the bus, exuding the energy of what is possible, and much more.

Most entrepreneurs never learn to be leaders. But the best and most successful leaders do learn what it means to be a great leader. The general belief is that success comes from hard work, grinding, effort, the right product, a good strategy, doing the right things, making the right moves. In short, the belief is that success comes from DOING. But in reality, success and achieving great outcomes is more about mindsets, beliefs, attitudes and energy. In short, success comes from WHO we are BEING. This is what it means to be a great leader.

Building Great Leaders Program (2)



What is this program about?

This program is provided by Constancee and YouCloud, the leadership development companies, and made available by True Ventures to its network. In this 6-month leadership online program, you will learn how to develop the mindsets, attitudes and skills that fit your particular personality that are required to build and motivate great teams and make a great success of a business.

You will develop deep relationships with other like-minded leaders who share your readiness to develop their leadership abilities in order to achieve business and team excellence, and you will see your new leadership aptitude and skills reflected in more sustainable success for you and your organization.

You will do most of your learning in this program while you are at work. This program will be done mostly online, to enable you to participate whenever and wherever you are at times that suit you best. And we have designed it so that it doesn't take you away from the rest of your work too much – you get to learn in daily 5 minute practices online, and through live and recorded 1-hour webinars, supplemented by one in-person 2-day workshop, which will be held in Berkeley, CA.

Building Great Leaders Program (3)

WHAT will you learn?



So how does this program help you to develop the mindsets and attitudes that will help you be more successful and create amazing teams and teamwork, in a way that fits your individual personality, instead of just teaching you some new leadership skills or examples of what others have done?

The goal of this program is to help you learn and understand the following key aspects of leadership:

- How to best play to your individual strengths;
- What challenges arise for you and how to compensate for them;
- What creates conflict and how to build cooperation within a high octane team;
- What motivates people and what doesn't. How to motivate your team;
- Your own attitudes and mindsets that don't serve you and how to re-contextualize them;
- New mindsets and perspectives that are the hallmark of great leaders and how to put them to the test for yourself;
- How to inspire your team to keep growing themselves and their results.

As part of this program, you will:

- Learn to peel back your individual core personality "wiring" that will reveal your mindsets and strengths that are most aligned with great leadership and the mindsets and attitudes that prevent you from achieving the success you desire;
- Receive personalized insights and growth journey practices that are specific to your personality make-up;
- Learn as part of a group where you can share challenges, core beliefs and behavior strategies and get helpful, non-threatening feedback;
- Try on new leadership mindsets, strategies & behavioral skills that help you to become most effective in a variety of settings;
- Use a technology based learning platform that delivers a daily micro learning experience designed to build continuity and momentum.

Or in short, you will develop significantly as a leader, by engaging in a continuous, personalized learning journey that helps you to transform who you are BEING (mindsets, attitudes & behavioral strategies) and to develop new skills and practice new behaviors that will enable you to get the most of yourself and the people you work with.

Building Great Leaders Program (4)

HOW will you learn?



The program is structured in four parts:

1. Discover My Growth Priority;
2. Leading Self;
3. Leading Others;
4. Leadership Credo.

Part 1: Discover My Growth Priority

September 2017

Outcome: "I understand my highest impact Growth Priorities & I am empowered to grow through them."

Activities:

- *Live & recorded online Welcome Webinar (60') to share aspirations for the program, how to participate and getting to know each other;*
- *5' Personal Wiring Intake online;*
- *4-week personality deep dive to explore personality strengths, challenges and Growth Priorities;*
- *Individual 45' online session with a coach to understand and own Personal Wiring and define your top Growth Priority as leader.*

Part 2: Leading Self

October – December, 2017

Outcome: "I have the attitude & skills to keep growing myself as leader at the BE and DO levels."

Activities:

- *5 weeks of daily 5' online personalized practice (on mobile or desktop): deeper understanding of Personal Wiring, developing Growth Priority, understanding Core Relationship Dynamics, transforming Core Relationships;*
- *Three 60' live & recorded webinars to learn Personal Leadership tools: Growth Mindset, Leadership Balance, Truthful Leadership & Leading Through Challenge.*

Part 3: Leading Others

January – February, 2018

Outcome: "I am ready to foster more collaboration and coach others to excellence and growth."

Activities:

- *5 weeks of daily 5' online personalized practice (on mobile or desktop): understanding Interpersonal Growth Edges, Relationship Building, Deep Collaboration, Conflict Resolution, Motivating Others;*
- *Four 60' live & recorded webinars to learn Leading Others Tools: Growth Conversations, Generative Conflict Resolution, Impeccable Commitments, Leading as Coach, Influencing a System;*
- *2-Day Building Great Leaders Retreat to cement & deepen learnings.*

Part 4: Leadership Credo

March 2018

Outcome: "I commit to my new leadership style and goals and take a new stand with my stakeholders."

Activities:

- *Each participant records a 5-minute video message for their organization and the learning cohort stating what they have discovered about themselves, what their vision is for their career and for their organization and what their core learnings are about;*
- *This becomes a 1 hour movie that participants will use to keep motivating each other and their organizations to become better leaders every day;*
- *Graduation Day: Global Zoom Online Event to celebrate learnings.*

Building Great Leaders Program (5)

What are the nuts and bolts?

- All 9 webinars will be held on Wednesdays from 4:30-5:30pm Pacific Time, from September 2017 through March 2018. Dates to be announced. All webinars will be recorded so you can access them later as well.
- Personal Online Practice is supported by a web based app platform.
- Course materials will be shared via the Ruzuku online platform; Webinars through the Clickwebinar online platform, both easily accessed via your web browser.
- The in-person True Ventures Building Great Leaders Retreat will be held February 5-6, 2018, in Berkeley, California.
- Fees for the program: \$3,000 per participant. This fee does not include travel and lodging expenses.

The instructors



Hylke Faber, the program's lead-facilitator, coaches leaders, teams and organizations to be the best they can be. Over the past 20+ years, he has supported leaders globally and is deeply inspired by what becomes possible when organizations and people become more themselves. He also almost became a monk and decided not to, is a trained opera singer, loves the outdoors, and teaches the Columbia Executive Education Leader as Coach programs. Past participants in this program have commented that: "This was life changing," "I love how he personally related everything to what it means to coach and be coached," and "So many of his contributions I can implement in my current role immediately. It was so helpful." Expect to have a similarly rewarding experience in this program.

Nick Connor has been an investor turned entrepreneur for the last 20 years and has successfully built 2 businesses. He is the founder of YouCloud and his great passion for the last 15 years has been personal and professional development that has practical impact in daily life. For the last 5 years, he has been combining his expertise in how business outcomes and goals can be achieved through professional growth into a technology platform that creates continuity & momentum to deliver real results. He currently works with a number of the world's leading companies on culture and leadership growth to deliver transformational outcomes.



Interested to learn more?

*Join us in the upcoming
True Ventures/Constancee
Building Great Leaders Program*

Contact hylke@constancee.com or nicolas@constancee.com
for more information and registration.

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