

*"This Mindful Leader Program is based on more than 10 years of Field Tested Research of supporting more than 1000 Senior Leaders to take their Leadership Impact to the next level by creating Cultures of Psychological Safety". JJ O Riordan Co-Founder Mindful Leader Academy*



# The Mindful Leader Program



[www.mlacademy.ie](http://www.mlacademy.ie)

**Providing Leaders With The Skills and Strategies to  
Create Cultures of Psychological Safety**

## Proven Business Benefits

**89% Improvement  
in The Quality of  
Team Collaboration**

**72% Improvement  
in Personal  
Accountability**

**65% Improvement in  
Trust Levels among  
Team Members**

*"As a Senior Scientist with 17+ years of developing therapeutics and as a VP of Product Development, this Mindful Leader Program has been the most impactful Professional Development Program that I have ever experienced" Dr. Magali Hickey*



## **WHO IS THIS PROGRAM FOR?**

Site Directors and their teams and/or individual senior leaders who wish to unleash the business benefits of creating cultures of Psychological Safety.

These Business Benefits include:

- Significant increase in the quality and speed of team decision making based on respectful and robust dialogue and debate.
- Significant increase in the speed and execution of key business priorities through increased trust levels among all key stakeholders
- Supporting directors and senior managers to build empowered organizations through advanced coaching and mentoring skills.
- Leveraging true diversity, inclusion and belonging by creating cultures of Psychological Safety
- Creating a learning organization where Innovation thrives by replacing judgmental communication with high impact advanced communication skills.
- Transforming individual and team conflict into sources of innovation and collaboration.

## **KEY COMPETENCIES DEVELOPED ON THIS PROGRAM INCLUDE**

- High Performance Coaching
- Holding Impactful Courageous Conversations
- Transforming Conflict Situations into Collaborative Solutions
- How to create a culture of high performance through Psychological Safety
- Managing Under Performance
- Developing Leadership Presence through Self-Awareness and Self-Regulation
- Maximizing Personal Influence through the Power of Active Listening
- Building Trust through Embracing Vulnerability
- Building Resilience to thrive in environments of constant change.

## **THIS COURSE MAY BE FOR YOU IF ....**

- You are a Senior Executive, and you wish to leverage all of the business benefits outlined above by creating cultures of Psychological Safety.
- You are a Senior Leader, and you wish to calibrate and develop your leadership skills to be on par with world class leaders.

- You want a proven and practical field-tested leadership development program that over 300 Senior Directors and 500 Senior Managers have successfully completed to date.
- You want to accelerate your leadership effectiveness by developing all of the core competencies of world class leaders within a six-month period.
- You wish to develop core leadership competencies such as High Performance Coaching, the art of Holding Courageous Conversations, Transforming Conflict into Collaboration and building a sustainable High Performance Culture through increasing Psychological Safety.
- You wish to transition from managing in the business to leading and working on your business.

## **PROGRAM STRUCTURE**

- This program has been optimized for virtual delivery using the Zoom platform. The program begins with a ninety minute Program Launch between the Program Facilitator & the Program Participants.
- The participants will then complete some online leadership assessments which will act as a baseline for their development over the following six month leadership development journey. This is followed by a three-way coaching conversation between each participant, their manager, and the program facilitator to identify and align on the leadership skills that the participant will need to focus on and develop over the six month journey.
- The program consists of six three-hour virtual leadership development modules and after every two modules each participant will meet for individual ninety-minute executive coaching sessions with the program facilitator. The purpose of these one-to-one sessions is to support the participant to apply their learnings from the modules into their daily roles.
- Once all six modules have been completed, there will be a final three-way coaching session between the participant, their manager, and the program facilitator to ensure that the participant has developed all of the leadership skills that they set out to develop.
- Finally, the program will conclude with a Graduation Ceremony and a Report Out where each leader will be invited to share their leadership development journey with

their fellow participants and some invited guests.

Note: The program facilitator and the staff at the Mindful Leader Office will be available to provide additional support to all participants throughout the six month journey.

Note: Graduates of this Mindful Leader Program will be automatically enrolled into the Mindful Leader Academy and will have complimentary access to the resources of the academy for the entire duration of this program.

## **PARTICIPANT TIME COMMITMENT and PROGRAM DETAILS**

<b>Week 1</b>	<p>Program Launch. <b>Time Required: 90 Minute Team Meeting</b></p> <p>The first step in The Mindful Leader Journey is to schedule a call between the Participants and the Program Facilitators. The purpose of this call is for the facilitators to provide an overview of the program and for the participants to ask any questions that they may have.</p>
<b>Week 2</b>	<p>Leadership Self-Assessments Completed by each Participant. <b>Time Required: 30 Minutes / Participant</b></p> <p>In week 2, the participants will be invited to complete some Pre-Work assessments to baseline their current strengths and potential stretches as senior leaders.</p>
<b>Week 4</b>	<p>Initial Tripartite Coaching Sessions. <b>Time Required: 90 minutes / Participant</b></p> <p>In week 4 of the program, each participant and their manager will take part in an Initial Tripartite Coaching Session with the Program Facilitator. The purpose of this session is for the manager, the participant, and the program facilitator to align on the strengths and leadership gaps of the participant and to align on how the participant intends to address these leadership gaps throughout this Mindful Leader Program.</p>

<b>Week 6</b>	<p>Workshop # 1. <b>Time Required: 3 Hour Team Meeting</b></p> <p>The focus of this workshop will be on Creating Cultures of Psychological Safety through developing the core competencies of Mindful Leadership.</p>
<b>Week 7</b>	<p>Workshop # 2. <b>Time Required: 3 Hour Team Meeting</b></p> <p>The focus of this workshop will be on developing the first two principles of creating cultures of Psychological Safety, namely, discovering the Power of Embracing Vulnerability and Building High Trust Relationships</p>
<b>Week 10</b>	<p>1:1 Coaching Sessions. <b>Time Required: 90 minutes / Participant</b></p>
<b>Week 12</b>	<p>Workshop # 3. <b>Time Required: 3 Hour Team Meeting</b></p> <p>The focus of this workshop will be on supporting leaders to build cultures of empowerment through effective coaching, mentoring and delegation.</p>
<b>Week 13</b>	<p>Workshop # 4. <b>Time Required: 3 Hour Team Meeting</b></p> <p>This is a practice workshop where the focus will be on providing leaders with the opportunity to practice both individual as well as team coaching.</p>
<b>Week 15</b>	<p>1:1 Coaching Sessions. <b>Time Required: 90 minutes / Participant</b></p>
<b>Week 17</b>	<p>Workshop # 5. <b>Time Required: 3 Hour Team Meeting</b></p> <p>This workshop will explore how to transform Conflict Situations into Collaborative Solutions. Leaders will become more aware of their own default conflict style and where this default style might support them and where it might derail their effectiveness as senior leaders.</p>

<p><b>Week 18</b></p>	<p>Workshop # 6 <b>Time Required: 3 Hour Team Meeting</b></p> <p>This final workshop will explore how to prepare and plan for Courageous Conversations and opportunities will be provided for participants to prepare and practice having courageous conversations.</p>
<p><b>Week 20</b></p>	<p>1:1 Coaching Sessions. <b>Time Required: 90 minutes / Participant</b></p>
<p><b>Week 24</b></p>	<p>Final Tripartite Coaching Sessions. <b>Time Required: 90 minutes / Participant</b></p> <p>This Final Tripartite Coaching Session is a mirror image of the Initial Tripartite Coaching held during Week 4 of the program. The purpose of this three-way conversation is for the participant to provide real evidence of where they have closed their leadership gaps.</p>
<p><b>Week 26</b></p>	<p>Graduation and Report Out . <b>Time Required: 3 Hour Team Meeting</b></p> <p>The program will conclude with a Program Graduation Ceremony where each leader will be invited to give a brief presentation on their leadership development journey.</p>

## ABOUT THE MINDFUL LEADER ACADEMY

The research for the Mindful Leader Academy began in 2009 and the academy was formally established in 2013. To date, the Academy has supported the development of more than 300 Senior Directors and more than 500 Senior Managers in more than 30 locations globally. The philosophy of the Academy has also been translated into Spanish, Dutch, and Chinese.

Although the leadership development philosophy of the Academy is based on solid academic research, what differentiates the academy is its focus on practical leadership skills that can be used in today's constantly changing and time challenged organizational environments.

For additional information on the Mindful Leader Academy please see [www.mlacademy.ie](http://www.mlacademy.ie). and for any additional information on this Mindful Leadership Development Program please contact the co-founder of the Mindful Leader Academy JJ O Riordan ([jj@mlacademy.ie](mailto:jj@mlacademy.ie))

THE PROGRAM FACILITATORS ARE JJ O RIORDAN & LINDA O MAHONY



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For additional information on Creating Cultures of Psychological Safety please view this talk given by JJ during a recent ICBE networking event : [How To Create a Culture of Psychological Safety](#)