

# With Courage to Lead - PowerUP Support + Traction

Boost your impact + presence • Get funded + get ahead

It won't feel like pushing boulders uphill when your partners rise to Level 4 + Level 5 with you - instead of waiting for Level 2 answers

When you elevate thinking + lift partners out of risk-averse traps, you'll optimize, not compromise, therapeutic + business impact

It won't feel like cliff-hanging when you ask for support and rely on other departments or business units to deliver @ Level 4+5



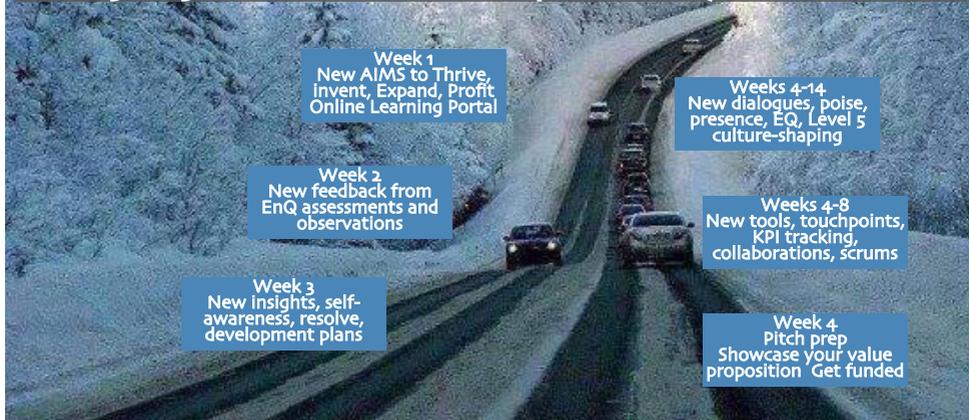
**In a few weeks of feedback, rehearsal and application** using real business imperatives for “learn-by-doing” - you + other high-potential leaders can build the EnQ to...

- ✘ Stay poised, focused and engaging under pressure
- ✘ Get your voice heard when you see a better approach
- ✘ Use the tension of diverse conflicting perspectives to PowerUP creativity and inventive thinking
- ✘ Lift teams out of risk-averse traps to create value and solutions instead of compromising value
- ✘ Bridge silos, hierarchies and diverse cultures so you get virtual matrix alliance teams working together
- ✘ Accelerate urgency with internal and external partners so aggressive goals and deadlines are met
- ✘ Build accountability - whether you're delegating to higher-ups, to payers or relying on your own staff
- ✘ Win investor confidence - so they say, “Wow” when domain experts show how much more is possible when they optimize value-creation
- ✘ Make the most of synchronous + asynchronous touchpoints when you mobilize partners

**See what more can happen when leaders Make Courage Contagious** @ touchpoints when doing what's optimal goes beyond doing what's easy or expedient.



# Lift EnQ. So high-potential leaders achieve a sure ascent. Lasting insights. And fast business impact with key transformations.



**Week 1**  
New AIMS to Thrive, Invent, Expand, Profit  
Online Learning Portal

**Week 2**  
New feedback from EnQ assessments and observations

**Week 3**  
New insights, self-awareness, resolve, development plans

**Weeks 4-14**  
New dialogues, poise, presence, EQ, Level 5 culture-shaping

**Weeks 4-8**  
New tools, touchpoints, KPI tracking, collaborations, scrums

**Week 4**  
Pitch prep  
Showcase your value proposition Get funded

**Week 1. Dare to re-define success.** Set goals to get support, get traction, get funded and get ahead - with the EnQ to make a bigger impact on value-creation + track success with your **Online EnQ Learning Portal**

**Week 2. 360-feedback + impact assessment.** Assess your EnQ with online assessments + live in-action observations - and a review of the value proposition you present when you request support + challenge old ways of working

**Week 3. Insight Interview on 360-feedback. Break out of risk-averse traps.** Commit to an **Individual Development Plan** to build on your strengths, own your power, lift EnQ and broaden your impact

**Week 4. Commit to your Individual Development Plan (IDP)** Enlist Sponsors who want to see you advance - and entrust you with bigger broader assignments.

**Weeks 4-8. Implement new orchestration and mobilization tools.** Track accomplishments, support from investors, staff and external partners, wrestle down key issues and hold everyone accountable

**Weeks 4-14. Rehearse ennobling Make Courage Contagious dialogues.** Increase impact and influence. With the 5 Activators, a proven formula that gives you the EnQ to overcome performance gaps, close better deals, bridge diverse cultures, delegate, resolve contentious issues, empower and replace risk-averse traps with Level 4-5 initiative and creativity

**Team sessions can accelerate** your individual development plan by mobilizing support and lifting EnQ so diversity becomes an even stronger asset

## The EnQ formula: 5 Activators

30+ years of research and leadership development.

How high-potential leaders thrive in fast-moving competitive markets, complexity, resource constrained operations and politically charged dialogues.

Proven success with high-potential executives and diverse matrix teams in global 1000 corporations, government, start up and mid market enterprises

