

Full Circle Leadership

presents

WomenLead

A VIRTUAL COACHING PROGRAM FOR EMERGING WOMEN LEADERS

Women Lead is designed to help you find more power and impact with greater ease, to lead from your strengths and understand your limitations, to be more visible and effective in your current roles, and to identify and break through barriers that may be holding you back from taking the next step in your career.

Women Lead participants will increase competence in emotional intelligence and leadership versatility. Both are highly correlated with overall leadership effectiveness and success and lead to outcomes mentioned above.

WHAT'S INCLUDED:

In this workshop retreat, through a combination of group dialogue and exercise, teaching and facilitating, and leadership coaching, participants will learn, experience, and practice the following:

1. A personal introductory conversation before the program begins to establish rapport, explore personal coaching goals, and assign pre-coaching self assessments and homework.
2. An assessment of their Leadership Versatility using the LVI 360 feedback instrument®.
3. An assessment of their Emotional Intelligence competencies using the Emotional Intelligence Appraisal®.
4. Six group coaching sessions which include a combination of teaching and coaching targeted to move development forward (see next page for more detail).
5. Six individual executive coaching conversations, a customized coaching program including goals, self-observation exercises, practices, and additional resources to integrate the group work into the participant's life and leadership. The LVI and EI assessment results will be integrated into the individual coaching program.
6. All books and materials required for program completion.
7. A supportive learning environment in a community of peers.

PROGRAM FEES:

\$2,995 per participant
for 8-12 participants
includes everything listed above.

SPECIAL PUBLIC PROGRAM DATES:

Group calls are 12-1:30 Eastern time on Tuesdays:
1/11, 2/15, 3/15, 4/12, 5/10 and 6/14

[OR CONTACT US TO EXPLORE CUSTOM PROGRAMS](#)

Full Circle Leadership

Integral Coaching and Development for Executive Women

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PROGRAM STRUCTURE

Month 1

PROGRAM OVERVIEW AND ORIENTATION TO INTEGRAL® DEVELOPMENT METHODOLOGY.

Begin LVI (Leadership Versatility Index) Assessment process which measures a leaders 'lopsidedness' in their strategic vs. operational and forceful vs. enabling competence. We ask each participant to identify 12-15 people to complete the LVI instrument.

Month 2

SELF CARE: BUILDING THE ENERGY FOR SUSTAINABLE CHANGE.

Each participant will conduct their own self assessment of their current practices to understand how this impacts their capacity to lead and make intentional change. Participants will receive support and coaching aimed at committing to new practices.

Month 3

SKILLFULNESS IN CONVERSATIONS: HAVING THE IMPACT THAT YOU INTEND.

Teach and explore how the way we speak impacts who gets heard and why. Participants will read pre-work from Deborah Tanner and learn how they unintentionally diminish their own impact, as well as learn new strategies for having impact.

Month 4

DEALING WITH EMOTIONS CREATIVELY: AN ESSENTIAL SKILL FOR WOMEN LEADERS TO SUCCEED.

Teach and explore how understanding and utilizing emotional intelligence is a key to exceeding goals and achieving fullest potential, and explore ways to increase EI competencies in self awareness, self management, social awareness, and relationship management.

Month 5

TAPPING THE POWER OF CLEAR COMMITMENTS AND LEADING WITH INTENTION.

Guide participants to identify their current commitments and assess how those align with their actions.

Month 6

INTEGRATING AND SUSTAINING DEVELOPMENT.

Summarize key insights, new clarity, new competencies.
Explore process to continue supportive learning community

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WomenLead PROGRAM LEADERS



Karen Aznoian,

PRINCIPAL

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Karen specializes in the integral development of leaders and executives. She has 20+ years of executive experience and has coached hundreds of leaders to achieve sustainable competence and joy in their life and work. Karen also leads women's circles of development across the United States.

Karen holds a BS in Business and Psychology and has extensive background in OD and leadership development. She is a Certified Integral Coach® from New Ventures West and serves on the faculty of their year long Professional Coaching Course in Boston.



Sydney A. Paredes,

EXECUTIVE COACH

BREAKTHROUGH LEADERSHIP, INC.

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Sydney specializes in helping leaders identify and break through barriers that keep them from reaching their full potential. She has helped executives across a variety of functions and industries improve leadership effectiveness and increase satisfaction in work and life.

Sydney builds on a unique blend of life experiences, education, and successful corporate experience with 25 years of leadership experience in Fortune 500 telecommunications companies. She holds a BS in Business Administration, an Executive MBA, and an MA in Applied Behavioral Science with a focus on leadership. Sydney is a Certified Integral Coach®.

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