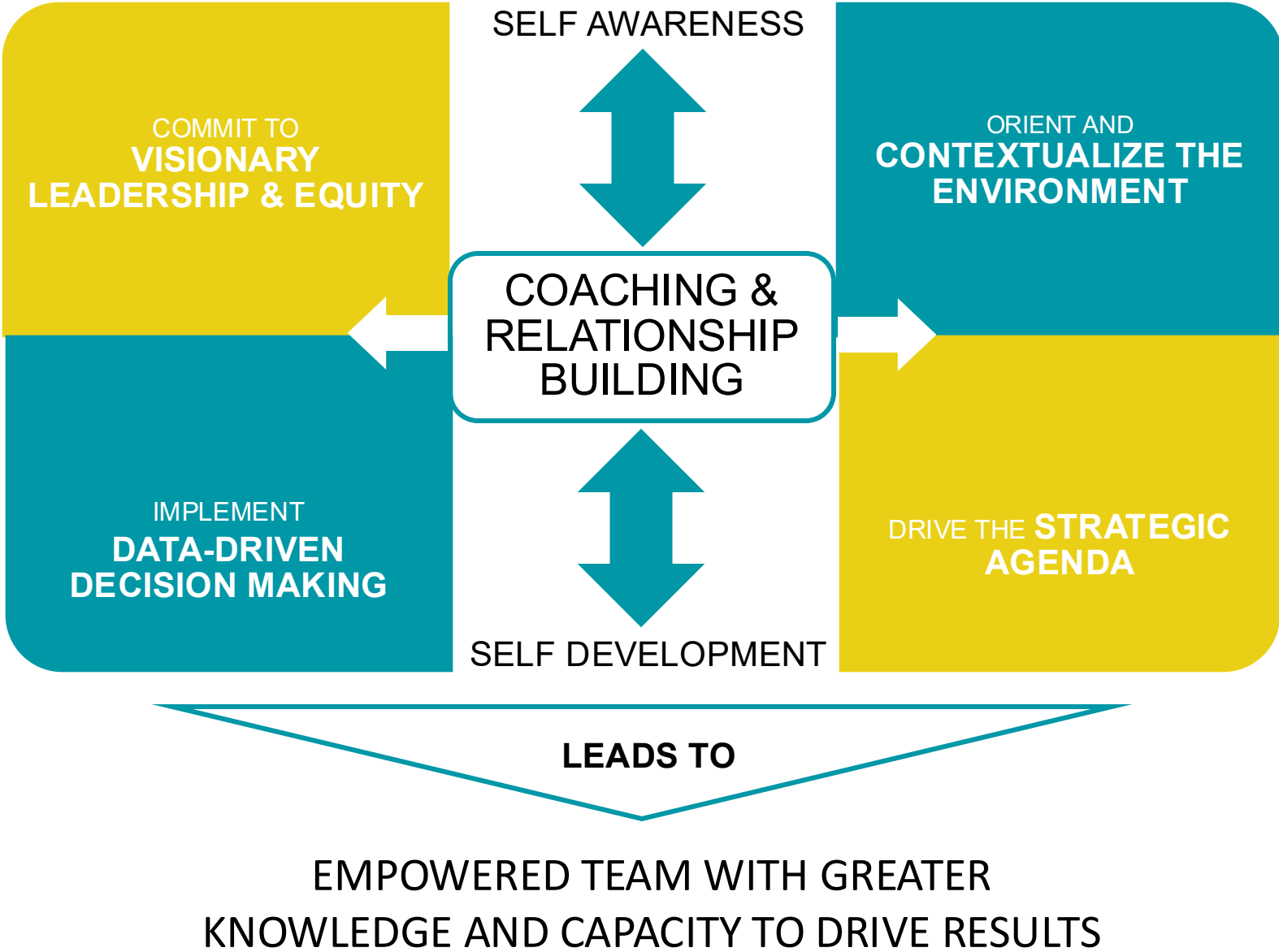


# Lead to Empower Modules

Organizations

# OUR FRAMEWORK

A UNIQUE PLATFORM WHERE EVALUATION, ASSESSMENT, COACHING, CUSTOMIZED SUPPORT, AND CONCERTED ACTION UNLOCK THE KEY TO GROWTH



# THE LEAD TO EMPOWER DIFFERENCE

GUIDED BY PRINCIPLE, POWERED BY KNOWLEDGE AND EXPERIENCE, COMMITTED TO RESULTS

## COMPREHENSIVE EVALUATION & DATA GATHERING

- Whole-org data analysis
- Interviews with various stakeholders
- Walkthrough and key document review

## CUSTOMIZED SUPPORT PLAN

- Strategic plan aligned to org's needs
- One-on-one or small group coaching
- Whole-org professional development
- Team direct support

## DISTRIBUTIVE LEADERSHIP PRACTICES

- Org goal and initiative analysis and alignment
- Action planning
- Data-driven decision making
- Effective team meetings and management

## CONSISTENT FEEDBACK LOOP

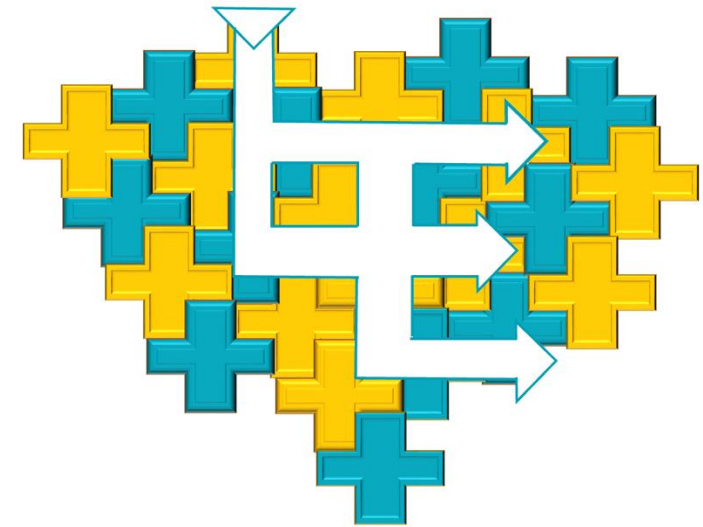
- Coaching plans with key metrics
- Goal-setting and benchmark development
- In-the-moment modeling and coaching

## EFFECTIVE PRACTICES

- Key metrics to a strategic plan
- Aligning efforts to a vision through a strategic plan
- Inquiry process to improve strategies

## ORGANIZATION SUPPORT

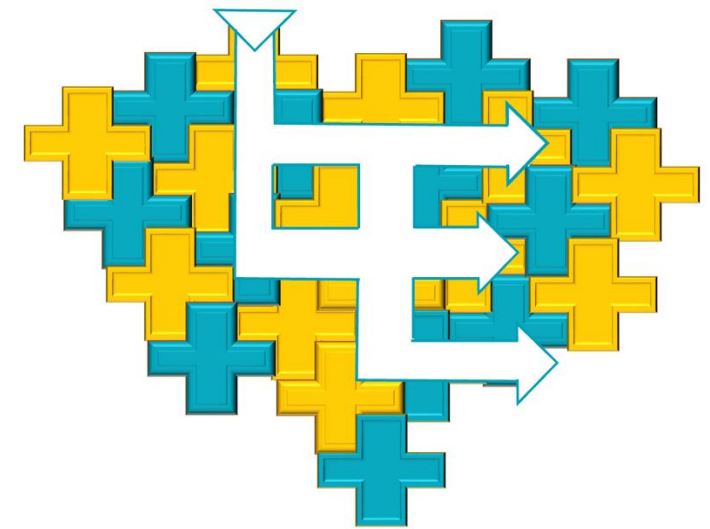
The following modules can be individually delivered, or a plan can be generated based on the Lead to Empower Diagnostic. We also have basic plans that are made up of an assortment of the modules below that target specific experience levels of administrators/leaders.



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## Discovering Authentic Leadership

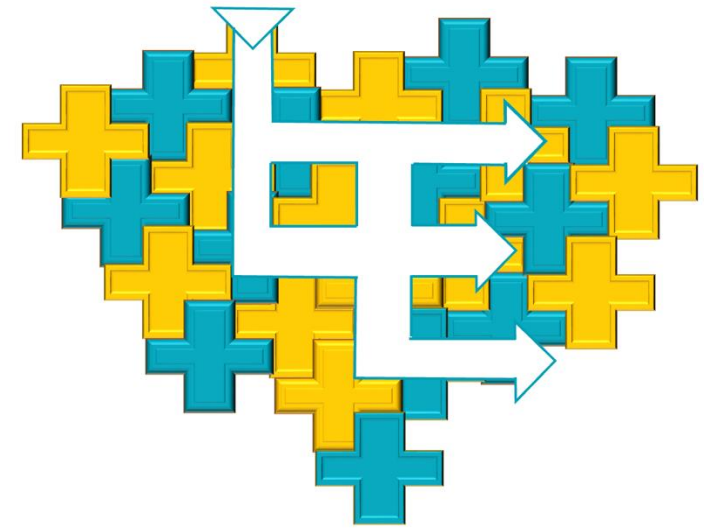
**Objective:** Through the use of assessment and reflection, aspiring or current administrators will use evidence to support conclusions so they can identify strengths and opportunities to grow. This module will lead participants to self-assess and gather evidence to support conclusions. *Three areas of strength will be identified and three areas of growth.*



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## Discovering Visionary Leadership - Part I

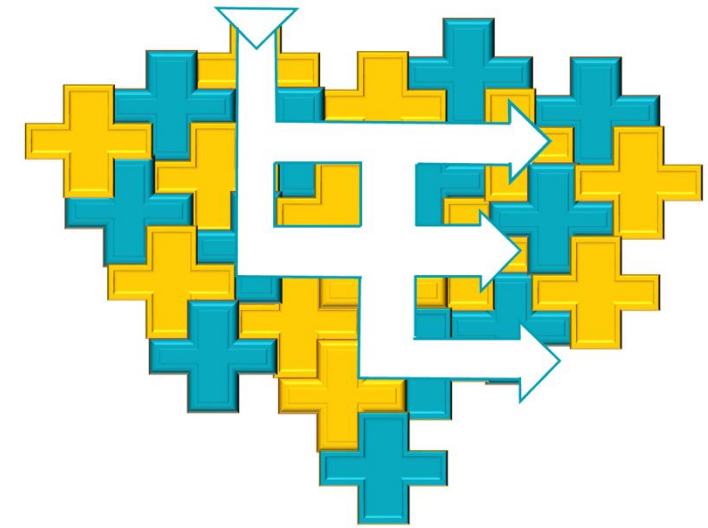
**Objective:** Become conscious of our own bias and the inequities that exist in the system and how to be proactive in addressing them. This module will take participants through a tour of how emotional intelligence helps to assess circumstantial behaviors to provide tools to navigate in getting to the heart of an issue. In addition, the participants will take part in a process that explores bias and inequities and ***generate a personal vision align to their beliefs.***



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## Discovering Visionary Leadership - Part II

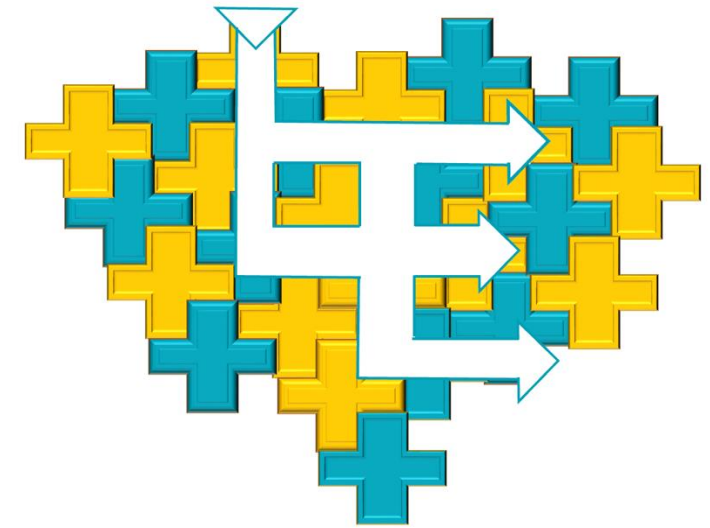
**Objective:** Become aware of the importance of emotional intelligence, then derive a mission that is inspiring and developed among the stakeholders. This module will explore how emotional intelligence is key in building trust and forwarding the staff mission. Participants will *define equity, edit their personal visions to include their role in achieving equity, and edit their organization's vision to include equity.*



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## Discovering Servant Leadership

**Objective:** Unpack strategies to build relationships with team members and stakeholders to connect them to a common vision while deriving clear expectations. This module will take participants through an exploration of how relationship building is the foundation of trust. Participants will discover tools on how to use the vision to define clear roles and responsibilities, develop common goals, and ***create action plans with benchmarks maintaining a focus on what is most important for a organization.***

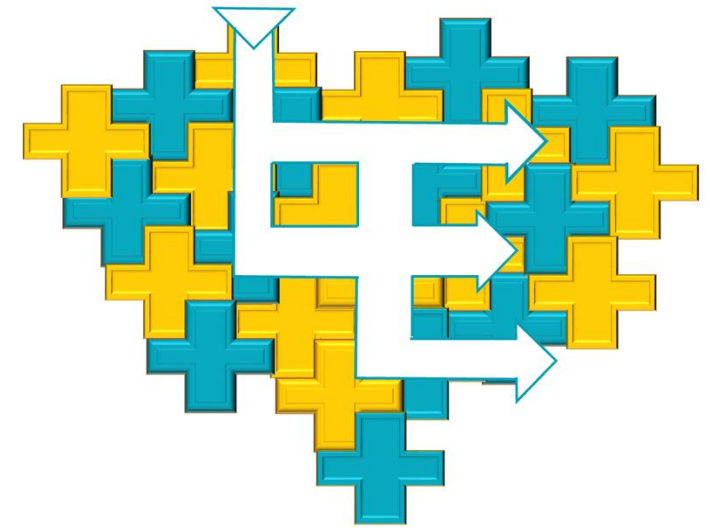


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## Discovering Capacity Building Leadership

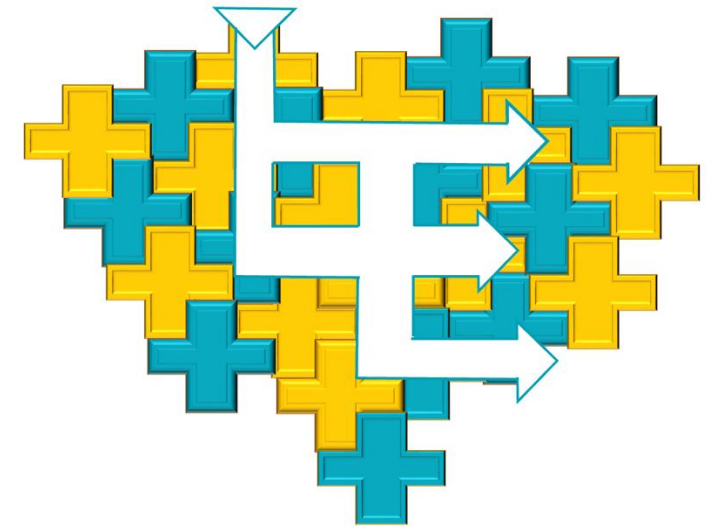
**Objective:** Establish a clear understanding of why assessing progress is important and determine what day-to-day measures are essential to drive decisions. This module will take participants through the exploration of how relevant data impacts organizations in reaching yearly goals. Participants will *evaluate their organization goals and explore different models of measuring success.*



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## Discovering Relevant Leadership - Part I

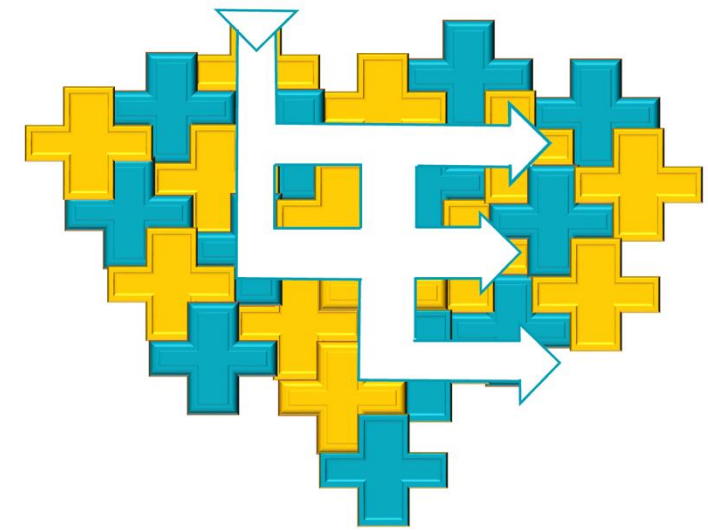
**Objective:** Develop a needs assessment process and *create a 1 year, 3 year, and 5 year plan for staff training*. This module will take participants through an exploration of using essential data to determine the skill deficits of their employees to determine the best plan to increase performance.



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## Discovering Relevant Leadership - Part II

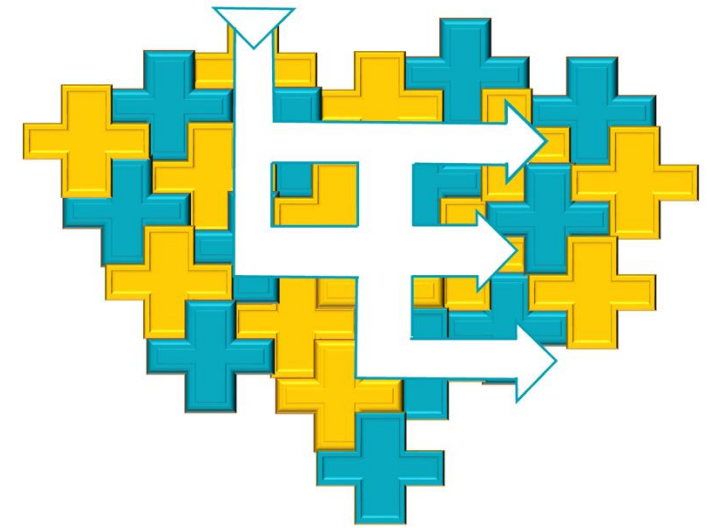
**Objective:** Develop systems to achieve the organization's vision. This module will explore the role of a leader in an organization who is responsible for moving everyone to reach the vision. The leader will gather current researched practices for supporting a learning environment by remaining focused on the plan, providing training for staff, and developing a feedback loop that empowers staff to take ownership of their learning. Participants will *identify the knowledge gap of the staff and set organizational learning goals through a strategy plan.*



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## Discovering Relevant Leadership - Part III

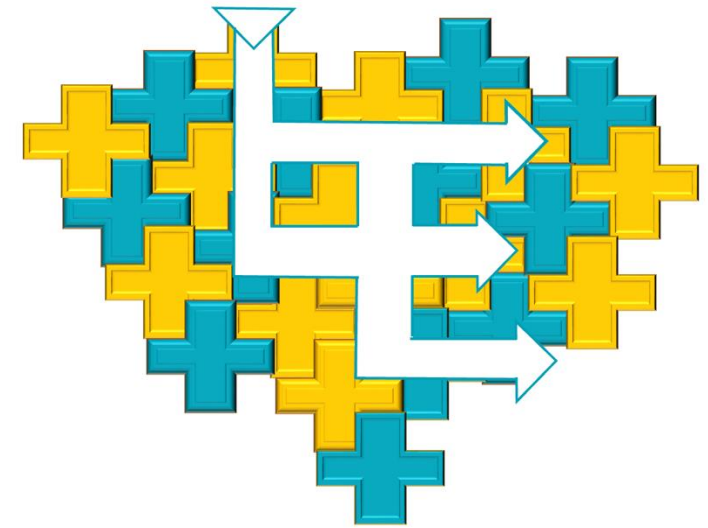
**Objective:** Maintain the focus of an organization to ensure all initiatives drive toward the vision. This module will explore the role of the leader and his/her leadership team to establish weekly, monthly, and quarterly routines to assess the impact of training programs, provide feedback, and build collaborative teams aligned to the vision. Leaders will revisit roles and responsibilities to make sure the leadership team is being provided training and the teams are being coached and empowered to drive the work forward. ***The product of this module will be a revised strategy plan.***



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## Discovering Transformational Leadership - Part I

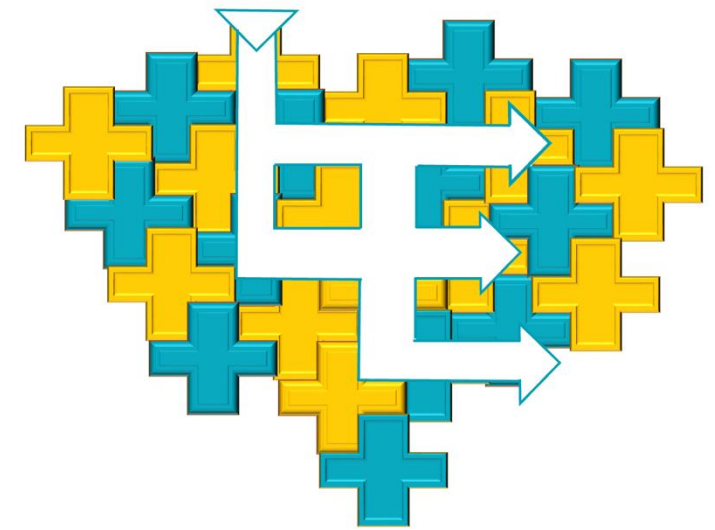
**Objective:** Explore how to build high performing/highly engaged teams through alignment & empowerment. This module will guide leaders through a process of reviewing tools to assess personnel potential, relationship building, and finding the core of “unproductive” staff. In addition, leaders will break down the vision and goals of the organization to see if the governance aligns to the “big buckets” and design an organizational governance with the role of the leader in a strategic position. Finally, ***identify key stakeholders within the governance outside of the building and determine what regular communications need to be made to ensure an alignment of support.***



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## Discovering Transformational Leadership - Part II

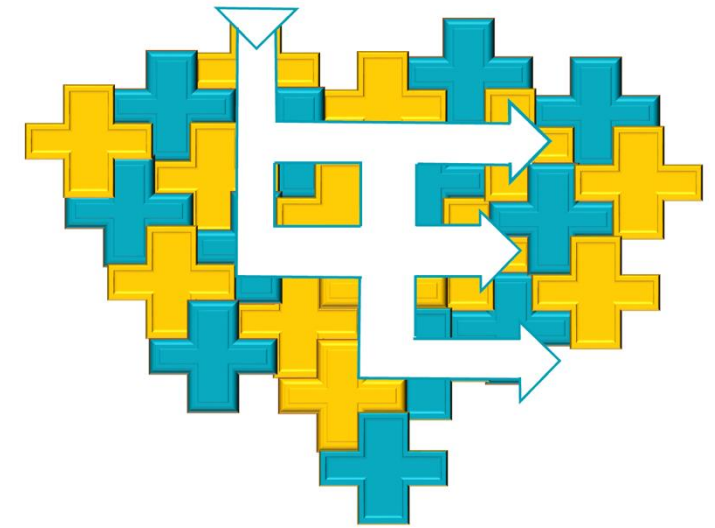
**Objective:** Discover the value and dynamics of both the organization and external community and establish tools to build toward a vision of collaboration. This module will help leaders assess their current culture, explore best practices with shaping culture, and discover the vast amount of value within the whole community surrounding the organization. Leaders will identify cultural barriers that limit their ability to embrace the community as a whole and ***develop an action plan to build culture both within the organization and connected to the community around.***



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## Discovering Transformational Leadership - Part III

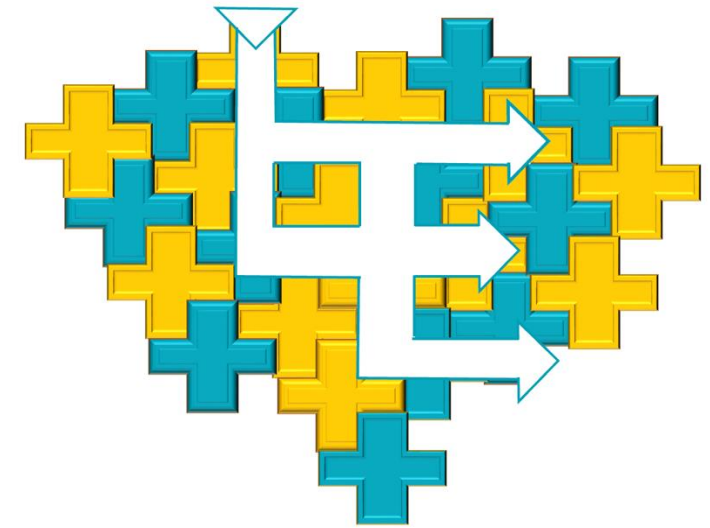
**Objective:** Identify strengths and talent to find opportunities to empower and build capacity of staff. This module will lead administrators to evaluate their lens on how they understand the human value of each staff member of the organization. Leaders will utilize tools to determine what kind of learning opportunities to provide to staff, how to move initiatives forward, and how to build leadership among them. *Revise weekly schedule and systems to align to the new findings.*



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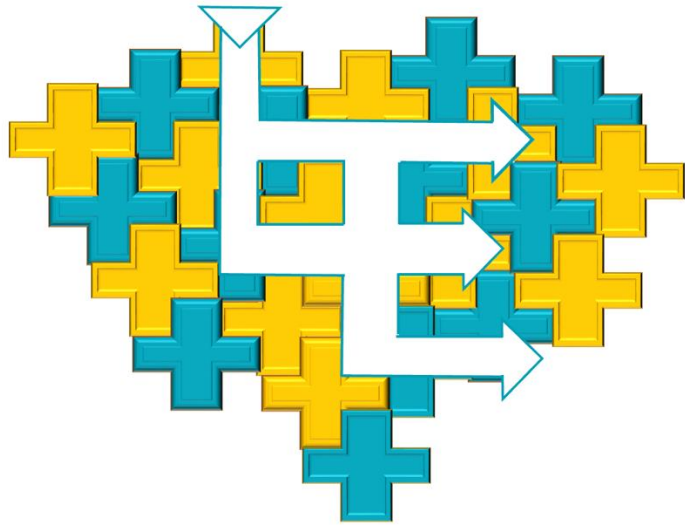
## Discovering Adaptive Leadership

**Objective:** Reflect on personal leadership and determine how to navigate in challenging times or when crisis comes into play. This module will provide leaders time to reflect on who they strive to be: triggers, performing under pressure, and sticking to values. They will revisit authentic leadership to define how they will persevere through challenging times. They will also ***develop a proposal for ensuring staff have a voice through a system of protocols and clear expectations.***



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Visit our website at  
[www.leadtoempower.com](http://www.leadtoempower.com)