

THE GROUNDED & CONSCIOUS LEADERSHIP EXPERIENCE



We Need a New Leadership Imperative

Six Disrupting Forces



Speed



Uncertainty



Complexity



Technology



Competition



Globalization

The world is changing faster than our ability to adapt as we struggle with the six disruptive forces in business: speed, uncertainty, complexity, technology, competition, and globalization. Consequently, there is a growing gap between the people we have and the people we need inside our organizations. And the faster the world changes, the bigger the chasm becomes.



As organizational psychologists and executive advisors, we have long researched the contemporary challenges and opportunities of effective leadership. To address these forces, we developed a compelling set of insights and solutions for today's leaders.

Grounded Leadership is the Foundation which helps leaders stay centered and resilient in the face of disruptive change. **Conscious Leadership** is the Accelerator and results in leaders being highly agile, aware and adaptive. Leveraging these two core capabilities results in an accelerant that ensures purposeful forward movement. Being both Grounded & Conscious is the new leadership imperative.

What is Grounded & Conscious Leadership?

Great leaders are evolved human beings. What sets Grounded & Conscious leaders apart is their acute awareness of themselves, others, and their environments, as well as an intensely personal, conscious-in-action leadership practice.

Grounded: *The Roots*

Real success comes from who you are as a person—your purpose, values, relationships, and character—and that influences your behavior and actions. Who you are drives what you do and how you perform.

Who you are refers to individual aspects of yourself as a person—what we call your healthy roots. There are six of them: *Physical Health*, *Emotional Health*, *Intellectual Health*, *Social Health*, *Vocational Health*, and *Spiritual Health*.

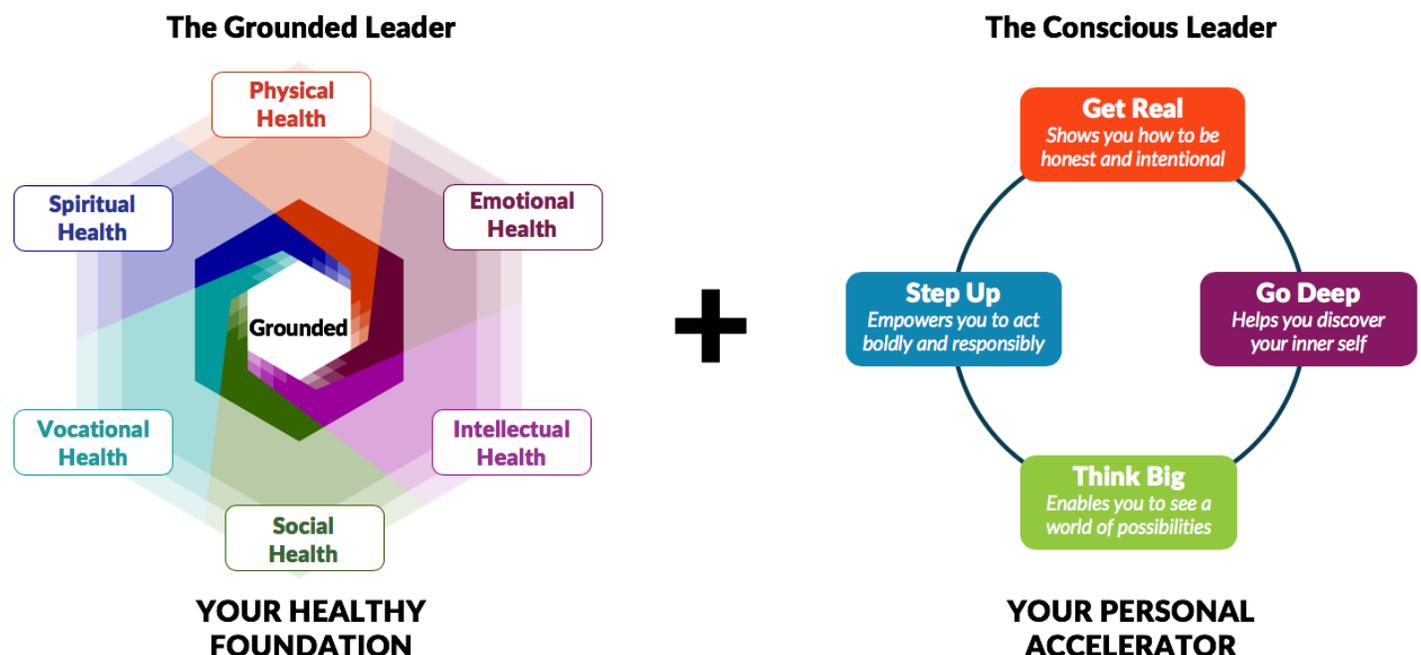
When people focus on the roots of who they are, they have a clarity and honesty about themselves and what they can accomplish. The result is leadership that is highly personal, deeply grounded, and strong enough to handle the pressures of relentless change.

Conscious: *The Accelerator*

With the world changing faster than our ability to adapt, nothing is more important than awareness: understanding ourselves, our relationships, and our surroundings.

Being Conscious helps us think deeper, learn faster, and collaborate more effectively. The more aware we are, the faster we adapt and accelerate to higher levels of performance. The most successful people follow four powerful practices of being Conscious.

The practices of *Get Real*, *Go Deep*, *Think Big*, and *Step Up*—guide us through uncertainty and change and help us to adapt, transform, and accelerate into the future. They prepare us and our organizations for changing times and expand our potential and performance.



Becoming a Grounded & Conscious Leader

The Grounded & Conscious Leadership Experience comprises up to three days of content that can be delivered in a variety of formats and modalities. This includes any combination of live in-person instructor led training, virtual and/or blended learning, and programs delivered by certified internal facilitators. This interactive, experiential learning offers participants a rich opportunity to adapt and accelerate change in their organizations.

Founded on 30 Years of Research

At Healthy Companies we have interviewed over 500 CEOs in fifty-five countries around the world. We have also advised executives and their companies across many industries, and educated thousands of executives and managers worldwide. This quantitative and qualitative research and practice helped us develop the Grounded & Conscious Leadership Experience.

Holistic Approach

To operate effectively in a disruptive world, leaders need to develop as whole people. The healthier you are, the stronger your ability to change. Our approach encourages them to reflect on who they are physically, emotionally, socially, intellectually, vocationally, and spiritually.

Grounded in Real Business Issues

The Leadership Experience helps to solve the problems of today: lack of urgency, leadership gaps, demanding customers, execution problems, lack of collaboration, and stress and burnout. Grounded & Conscious leaders also help to build organizations of the future with purposeful missions, digital transformations, collaborative networks, and agile cultures.

Applies Human Psychology to Create Real Change

Using human psychology to drive real change is probably the most important leadership lever in today's uncertain world. To accelerate change in skills and actions, leaders need to reflect on who they are, what matters to them, their fears and blind spots, and why they do what they do.

Personal and Organization Transformation

Change happens at the intersection of personal and organizational change. Our programs work with leaders from the inside-out and outside-in. To achieve enterprise-wide transformation, every person must learn to transform themselves and link their changes to the organization's goals and strategies.

Everyone Must be a Change Leader

Leadership is personal and companies change one leader at a time. The best organizations develop cultures of leaders at all levels. It's this collective power of leadership that drives engagement, innovation, profitable growth, and long-term value creation.

What Will Participants Learn

- Understand the Business Case for Grounded & Conscious Leadership.
- Learn new skills, mindsets and actions to Grounded & Conscious Leadership.
- Design a Personal Leadership Development Plan for Grounded & Conscious Leadership.
- Learn essential tools for Grounded & Conscious Leadership that drives personal transformation.
- Prepare participants to apply Grounded & Conscious Leadership to company change agendas.



Conscious Leadership is the Driver of Change

Get Real - Face reality to embrace change. Learn new strategies to lead in an uncertain world. Get comfortable being uncomfortable. Face the facts. Bust assumptions to create new opportunities.

Go Deep - Understand your inner self to experience change. Learn strategies to become more resilient in a turbulent world. Manage your fears. Develop emotional agility. Practice mental fortitude.

Think Big - Broaden your perspective to expand opportunity and change. Learn strategies to lead through complexity. Practice both/and thinking. Look out over the horizon to see the bigger picture. Learn fresh ways for solving business problems.

Step Up - Be bold and accountable to energize the change. Learn fresh strategies to energize people. Create a culture of commitment and high performance. Lead with constructive impatience. Build a shared consciousness.

Delivery Options & Supporting Materials

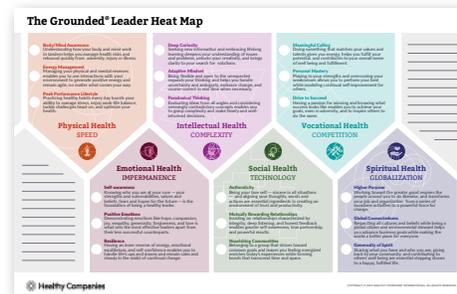
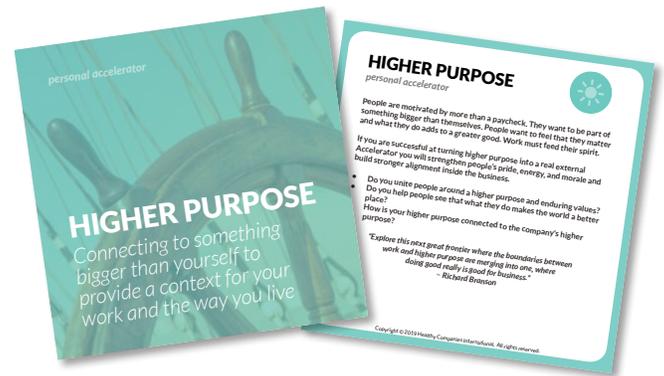
Delivery Options

- **Live:** In-person, HCI instructor led training.
- **Virtual:** HCI instructor led training.
- **Blended:** Integrated Learning Platform
- **Internal:** Certify your employees to become facilitators

Personalization

We can tailor to your needs. The Grounded & Conscious Experience can be purchased ready to use or with several levels of personalization.

Grounded & Conscious Learning Materials



Complete list of Supporting Materials

- Grounded & Conscious Participant Guide
- Grounded & Conscious Facilitator Guide (Train-the-Trainer)
- Conscious Leadership Accelerator & Hijacker Guide
- Personal Accelerator & Hijacker Cards
- Organizational Accelerator & Hijacker Cards
- Grounded Heat Map
- Conscious Journey Map
- Grounded & Conscious Leader Guides (Virtual Follow-up Resources)
- Tools for Participant Learning Circles
- *Grounded and Conscious* books

About Healthy Companies International

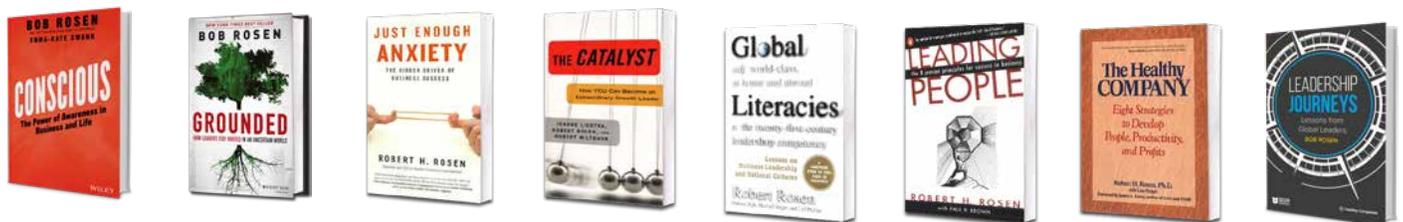
Healthy Companies helps CEOs, executive teams, and managers build and transform high-performance enterprises. Through personalized consulting services, executive coaching and learning solutions, we unlock the full potential of organizations to create sustainable value, accelerate transformation, foster growth and innovation, and align and execute the human side of business.

Our philosophy is values-based and performance-driven. We strive to create value every time we touch a client, and always begin our work from where the client is. We listen deeply to our clients' needs, and endeavor to stay one step ahead of the critical challenges they face. We are courageous in building open, honest relationships and adhere to the fundamental tenets of successful leadership: realistic optimism, constructive impatience, and confident humility.

Founded by Dr. Bob Rosen in 1988, Healthy Companies has spent more than 30 years culminating personalized, evidence-based solutions that succeed in transforming executives into leaders, staff into teams, and companies into healthy and sustainable ecosystems. With the generous support of a multiyear grant from the John D. and Catherine T. MacArthur Foundation awarded in 1990, Bob and his colleagues began an ongoing and in-depth study of leadership, including personal interviews with hundreds of executives and government leaders in dozens of countries.

As a result of the close relationships forged during our research, the company has subsequently worked with organizations as diverse as Ford, Motorola, Johnson & Johnson, IBM, Singapore Airlines, Brinks, Northrop Grumman, Toyota, Citigroup, PepsiCo, ING, and PricewaterhouseCoopers.

In addition, we have published our findings in a number of acclaimed and bestselling books: *The Healthy Company* (1991), *Leading People* (1996), *Global Literacies* (2000), *Just Enough Anxiety* (2008), *The Catalyst*, researched and written in collaboration with the Darden School of Business (2009), *Grounded®: How Leaders Stay Rooted in an Uncertain World* (2014) New York Times Bestseller and *Conscious: The Power of Awareness in Business and Life* (2018) Washington Post Bestseller.



Let's get started—Changing the world one leader at a time starts with you.
Contact us today at healthycompanies.com or +1-703-351-9901.



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