

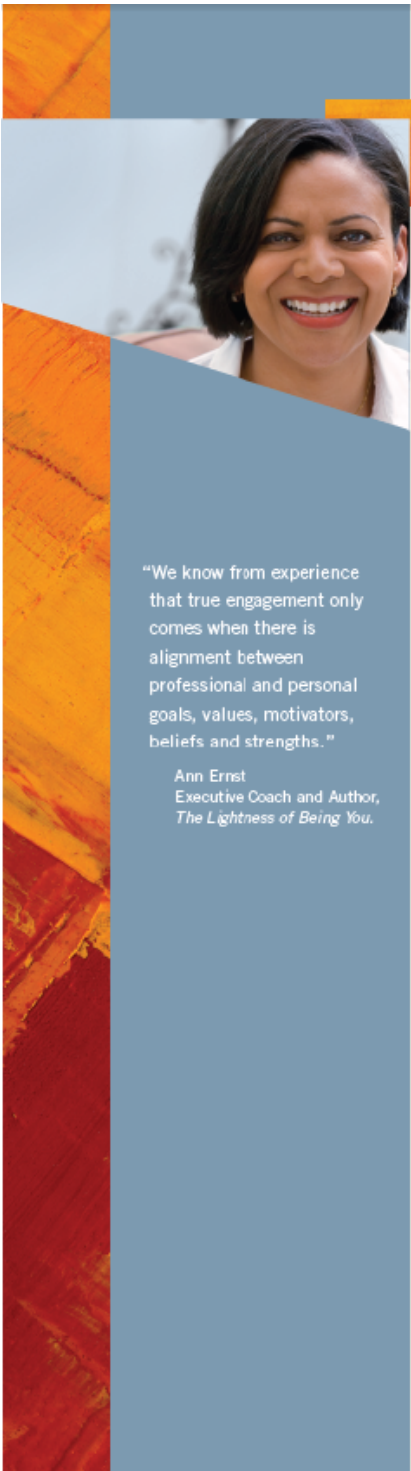
ACTION
CREATION
EXPERIENCES
LEADER
MOTIVAT
FOCUS
CONVER
PARTICIP
TRANSFORMATION
VISION
PASSION
INNOVATION



IMPACT™
LEADERSHIP

The logo features the word "IMPACT" in a bold, blue, sans-serif font. The letter "A" is replaced by a stylized graphic of two overlapping brush strokes, one orange and one blue. Below "IMPACT" is the word "LEADERSHIP" in a smaller, blue, spaced-out, sans-serif font. The entire logo is centered within a white rectangular box with an orange border.

MAKING AN **IMPACT** ONE LEADER AT A TIME.



“We know from experience that true engagement only comes when there is alignment between professional and personal goals, values, motivators, beliefs and strengths.”

Ann Ernst
Executive Coach and Author,
The Lightness of Being You.

IMPACT™ LEADERSHIP IS A NEW MULTI-DIMENSIONAL, INTEGRATED LEADERSHIP PROGRAM FOR MID-TO SENIOR-LEVEL MANAGERS AND EXECUTIVES. THE PROGRAM IS DESIGNED TO DEVELOP HIGHLY EFFECTIVE, MORE ENGAGED LEADERS WHO WILL DEVELOP FUTURE TEAMS AND LEADERS WITHIN THEIR ORGANIZATIONS.

IMPACT™ LEADERSHIP CHALLENGES SOCIETAL AND INDIVIDUAL LEADERSHIP PARADIGMS, FACILITATES SELF-DISCOVERY AND EMPOWERMENT, AND PROVIDES MENTORSHIP IN GOAL-SETTING, ATTAINMENT, AND LEADERSHIP.

IMPACT™ LEADERSHIP PROGRAM OVERVIEW

PREPARE

- Online Reiss Assessment
- **IMPACT™** Discovery Session



PARTICIPATE

Awakening

- Introduction to the program and the **IMPACT™** Model
- The journey of inner-discovery and self-acceptance
- Leading from a place of lightness

Possibilities

- Expanding possibilities
- Moments of truth – dreams, opportunities, beliefs, obstacles and fears
- Stepping into courage

Path

- My new story
- **PLP™** (Personal Leadership Path)
- Choices, risks and rewards
- Communities of support
- Bridging from workshop to workplace and life with **IMPACT™**

SUSTAIN & GROW

Leadership Coaching

- Participants will be challenged, supported and held accountable to their leadership plan by their Executive Coach.

Executive Mentorship

- The Executive Mentor is coached to support and guide the participant on the established path and goals.
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IMPACT™ LEADERSHIP MODEL

INDIVIDUAL

VALUES, NEEDS
& BELIEFS
MOTIVATORS
STRENGTHS
SHARED EXPERIENCES
PERSONAL HISTORY
ASSUMPTIONS

I
M
P
A
C
T

ORGANIZATION

REQUIRED SKILLS
& TALENTS
RESPONSIBILITIES
ACTIONS
KPIs
SYSTEMS
CULTURE

IMPACT™ LEADERSHIP PROGRAM OUTCOME

IMPACT™ Leadership offers organizations an effective, new alternative to the challenge of employee engagement. IMPACT™ Leadership is designed for mid-to senior-level managers as well as executives and will help leaders:



- Gain new perspectives, possibilities, insights and clarity around their motivators and own leadership style.
- Have greater courage and commitment to what matters most to them.
- Understand their personal power.
- Show up in all endeavors as the same person guided by their inner leader.
- Enhance their ability to engage and develop people including themselves.
- Trust their intuition and leadership wisdom.
- Develop their PLP™ (Personal Leadership Path).
- Manage obstacles and challenges to their PLP™.

"People are multi-faceted, so you need to focus on both the personal and professional aspects of each individual. To do so any other way just doesn't have the same impact."

Diane Allain
Executive Coach





MAKING AN IMPACT ONE LEADER AT A TIME.

CONTACT US TO DISCUSS HOW WE CAN HELP MAKE AN IMPACT IN YOUR ORGANIZATION. WE WILL WORK WITH YOU TO DEVELOP A CUSTOMIZED **IMPACT™ LEADERSHIP** PROGRAM THAT MEETS YOUR NEEDS AND STRATEGIC GOALS.

UNITED STATES



ANN C. ERNST EXECUTIVE COACH AND AUTHOR

Ann Ernst is a highly sought after professional coach, author and speaker specializing in organizational and leadership development. With more than 25 years of experience working with senior executives, mid-level managers and new managers. Publication of her first book, *"The Lightness of Being You"*, is a defining moment in Ann's life and in her work. It is a direct reflection of life lessons learned and of techniques applied through Ann's work as a certified coach.

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CANADA

DIANE ALLAIN EXECUTIVE COACH

For more than 20 years, Diane has been committed to the growth and effectiveness of individuals, teams and organizations towards their highest goals and successes. Diane's approach is highly engaging, collaborative and results focused. As a fluently bilingual (English and French) certified executive coach, she has a fine tuned insight and ability to connect with clients and assist them in their development as leaders.

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