

A close-up photograph of a stone face, likely a classical sculpture, with a focus on the eyes. The eyes are large and expressive, with a golden-brown hue. The stone has a textured, weathered appearance. The lighting is dramatic, highlighting the contours of the face and the intensity of the gaze.

**GREAT LEADERS**

# MASTERCCLASS

**ROBERT HARGROVE**, author *Masterful Coaching* and Former Director of the Harvard Leadership Research Project Presents this Seven Module Series

**Leadership Development Accelerated**

# Great Leaders Grow

*Is there a gap between the leaders you have and the leaders you need?*

*The Great Leaders Series dramatically accelerates leadership development for leaders at all levels.*

*Grounded in Robert Hargrove's award winning book, **Masterful Coaching**, the program develops 7 Leadership Competencies, ½ day at a time*



# The Great Leaders Master Class Series

## *Greatness is in Your DNA Code!*

- Everyone in a leadership role wants to be great. Nobody wants to be mediocre
- In the Great Leaders Master Class, you will look at what makes a great leader at the CEO, Executive, Mid-Line Leader, or Front-line Level
- Then through a combination of classroom teaching, one-on-one coaching, and 360 feedback, you identify your powerful next steps on your own path to greatness
- The program develops great leaders, *one competency at a time*, in exciting half day modules



*“Robert Hargrove was pivotal in the adidas turn around. He asked me a strategic question that no one from a big company like McKinsey would ever ask. “How do you need to grow to grow your business?”*

**-Rene Jaegger, former Chairman, adidas**

***The goal of the Great Leaders Master Class is to produce a breakthrough in results, and a breakthrough for people***



*“I realized that greatness wasn’t a special gene, it was more of an attitude. It was having a vision different than others and having the guts to do something about it.”*

Mukesh Ambani,  
Team Leader  
Reliance Industries

# Great Leaders Series Benefits:

- Inspires ordinary task-oriented managers to be Great leaders with a vision empowering values
- Empowers leaders by giving them a more strategic, helicopter view of the business, versus just a business unit or functional view
- Builds strategic alignment and accelerates strategy execution, which provides better results, faster
- Encourages individuals and teams to own their own strategy, consistent with the organization, and to excel



*“The Great Leaders Master Class helped me to quickly align my team around growth through innovation, as well as get everyone out of their silos.”*

# Great Leaders Benefits

- Increases the business acumen of each participant and builds an almost intuitive understanding of how your company makes money
- Gets leaders directly involved in developing other leaders, and providing strategically relevant coaching
- Strengthens employee engagement, drives productivity, fosters innovation, boosts profitability

*We are creating a Lean Start Up Project from an idea I came up with at the Great Leaders Master Class and using it to develop our young engineers marketing, and Supply Chain guys. – Vish Sastry  
Group Leader, Tata Corp*



# Some Unique Features of the Program

- Presented by one of the world's most trusted leadership advisors
- Master class combines, classroom and 1:1 coaching, 360 feedback
- Can easily be customized to leaders at all levels and all organizations
- Scalable to a small or large group,
- Translates across the globe by touching universal leadership issues
- Eye opening principles, easy to learn methods, practical tools



*The Great Leaders Program helped me with speed of execution and faster results.*

*The program made the company 100's of millions of dollars.*

**Fred Stiers, Refinery Manager,  
ConocoPhillips**

# The Seven Levels of Great Leadership

## Participants go through a Great Leaders Assessment

- What Level of leadership are you on?
- How do you need to grow to as a leader?
- The Great Leaders program 7 Modules help leaders breakthrough to the next level
- Each module deals with a specific on the job skill or capability

1. Great Leader  
*Alters the course of history*
2. CEO Leadership  
*Visionary, Game Changer, Outperformer*
3. Effective Executive  
*Accelerated Strategic Alignment*
4. Effective Leader  
*Accelerated Strategic Execution*
5. Competent Manager  
*10X Continuous Improvement*
6. Project Team Leader  
*Multiplier vs. Diminisher*
7. Highly capable individual  
*10,000 hours to domain mastery*





# What is a Master Class and How is it Different From Your Typical Training Program?

- People are taught eye opening principles, easy to learn methods, practical tools
- People are coached one-to-one in short intervals on specific breakthrough
- 360 feedback is done in a way that produces behavior change and business impact



Opera Maestro Placido Domingo's Masterclass

# Most programs are based on transactional learning or academic exercise

- Today, there are a lot of training programs on the market that are based on what I call “transactional learning”
- They are the equivalent of going to a bookstore and bought a book on leadership or coaching
- In most cases, they tell you what to think and even what to do
- This seldom results in what I call a “deep learning cycle”



# The Great Leaders Series is Based on Transformational Learning



- This program is based on “transformational” learning vs. transactional.
- In transformational learning, the idea is to alter the frames of reference that shape, limit, and define who you are as a leader
- In transformational learning, we don’t tell what to think or give you tips about leadership
- We make distinctions that alter how you think, which in turn alters your behavior
- This requires you to step back and reflecting on your frames, not just to get new information

# 360 Feedback Evaluate Characteristics of Great Leaders

*Great leadership can come from anywhere. You can lead from the top...  
You can lead from the middle... You can lead from the front lines*

## 1. **Dedication**

There is an *ABSOLUTE ONENESS* between you and your leadership role, cause, or business

## 2. **Principle Centered**

You stand for empowering values that elevate followers to their better selves

## 3. **Professional Will**

You are highly determined in both personal, organization ambitions

## 4. **Humility**

The opposite of arrogance and narcissism

## 5. **Openness**

You are open to new ideas that don't match your mental models

## 6. **Innovative**

You have a different vision than others and the courage to act

## 7. **Emotional Intelligence**

You are consistently magnanimous in dealing with others



# Program Overview

from Robert Hargrove, Masterful Coaching

## Program Description

### Leadership Master Class

For Senior Leaders, Mid Line Managers, Team Leaders

### Delivery Options

- A face to face program delivered by Robert Hargrove
- Follow up coaching calls for individual or groups available (Go-to-Meeting)

### Breakthrough Value Proposition

- Task oriented managers transform into extraordinary leaders, who can impact employee performance and results
- Powerful principles
- Easy to learn methods
- Practical tools

## **Critical Skills**

- Inside/ outside leadership
- Standing for a vision and immediate results
- Accelerating strategic alignment and execution
- Building a high performance team
- Creating process excellence
- Leader as a coach—Growth & Performance

## **Program Deliverables**

- Copy of PowerPoints
- Participant Workbook
- 300 Page Participant Reference Guide
- 360 Feedback Interview Methods
- If 360 DISC profile is used, then additional costs would be incurred

# Delivery Options

GREAT LEADERS QUARTERLY PROGRAM	GREAT LEADERS THREE DAY PROGRAM	GREAT LEADERS FOUR DAY PROGRAM	ONE to ONE COACHING OPTION Via Skype
One and a Half Day Kick Off Program	Introduction, 360 Feedback	Introduction 360 feedback	Call for more info
Introduction, 360 Feedback, Leadership Development Plan	Creation of Leadership Development Plan	Creation of Leadership Development Plan	Participants are Enrolled For one 1-to-1 Coaching Session Per Quarter
Two Great Leaders Modules	Great Leaders Series, 5 Half Day Modules	Great Leader Series 7 Half Day Modules	Or Four 1-to-1 Coaching Sessions Following the Program
Return 3 Times Once a Quarter for Additional Modules		Hot Seats with Robert Hargrove	



# Cost Structure

- North America: \$1000 per day, per person – (minimum ten people)
- Outside of North America: \$1500 per day, per person (minimum ten people)
- Minimum of four days or \$60,000 for programs outside North America
- Business class travel for two people (flights, hotels, transportation, meals)

# The Great Leaders Series

## Seven Master Classes with Robert Hargrove

- Presented by Master Coach Robert Hargrove
- Bestselling author, *Masterful Coaching*, and thought leader, Personally coached over 30,000 people
- Former Director Harvard Leadership Research Project
- One of the world's most trusted leadership advisors, yet very down-to-earth and easy to relate to
- Received Distinguished Public Service Medal USA Department of Defense

