



## Leading Self

This foundational phase focuses on self-awareness– the difference between leadership and management, cultivating emotional intelligence, resilience, mindfulness, and clarity of values. Participants learn to lead from within, gaining tools to manage stress, navigate ambiguity, and align their actions with their authentic leadership purpose.

## Leading Team

Focus then shifts to team leadership–enhancing the ability to foster trust, build psychological safety, and elevate team performance. Participants explore inclusive leadership, coaching conversations, and the nuances of team alignment and accountability. Leaders get the chance to work with their intact teams.

## Leading the Business

The final phase broadens the lens to strategic leadership. Participants consider how to influence without authority, drive innovation, lead through change, and make decisions that align with the vision and values.



## Building & Grounds Capstone Event

Congratulations to the EPO Cohort on the completion of the Advanced Leadership Program at the Seminole Tribe of Florida. This 4-month program culminated in our unique capstone event, “The Consultancy Intensive,” in which the team was given 48 hours to work with Seminole Building and Grounds to develop innovative ideas and suggestions for their organization.

### PROCESS + DATA + TECHNOLOGY



# ADVANCED LEADERSHIP PROGRAM



## In Person Sessions

Although there was hope to conduct at least one of the three in-person engagements virtually, the feedback received suggested that the in-person time was invaluable and that it should remain in person rather than virtual.

### How does this program or process compare to other sessions you've been a part of?

"Absolutely no comparison – this program was fresh, exciting, and challenging, yet directly correlated to self-improvement. The skills learned in this class have not only helped me understand myself (strengths, weaknesses, opportunities, etc.) but also increased my ability and awareness when working with others. The best program of this type, hands down!"

"The OE Team is amazing! The activities and challenges you chose for our group were spot-on! This has been the most enjoyable part of my sales career."

"This program was the best training experience I have ever attended. It included a lot of team exercises and experiential learning, but the valuable part was when we would take time to understand what we had just been through and think of how that experience could apply to our situation now."

## Advanced Leadership Program

The Advanced Leadership Program is an immersive experience designed to equip leaders with the mindset, tools, and confidence to lead at every level—personally, interpersonally, and organizationally.

We utilize our experiential learning processes to enable participants to develop skills through hands-on application. Some of the approaches include deep dives into actual challenges with smaller teams, called learning pods, who coach each other through these real-life scenarios.



### Unique aspects of the program:

- **Executive Coaching** ongoing for 4 months
- **Learning Pods** - smaller groups stay together for 4 months and work through personal challenges and opportunities.
- **Cohort Learning** - scheduled virtual connections for the cohort between the three in-person sessions.