

Social + Emotional Intelligence Profile (SEIP)®

- ◆ 26 competencies-comprehensive assessment; one of the most valid and statistically reliable assessments on the market

“Emotional intelligence is much more powerful than IQ in determining who emerges as a leader. IQ is a threshold competence. You need it, but it doesn’t make you a star. Emotional intelligence can.”

Warren Dennis

Author: On Becoming a Leader

Higher Ground Leadership® Assessment Tools and Surveys

- ◆ CASTLE® Personal Survey—to learn to what extent you are fully living the CASTLE® Principles in your life.
- ◆ CASTLE® Organizational Survey—the result of 35 years of applied research among the Secretan Center’s global clients (including 30 of Fortune’s Most Admired Companies, and 12 of Fortune’s Best Companies to Work for in America). Measures the current level of inspiration among employees and the degree to which teams and organizations are striving—and succeeding—in creating inspiring environments.
- ◆ 5Dynamics eXpress—a limited version of the full 5Dynamics Classic assessment. The 2-3 minute assessment offers. Provides insights into how an individual expresses their unique energy and learning preferences.
- ◆ 5 Dynamics Classic: quickly find out how you—or someone else—prefers to learn, get things done, and collaborate. Two of the most important benefits of this instrument are improvements in:
 - ◇ **External results** by which performance is measured, and
 - ◇ **Internal satisfaction** that increases a person’s levels of engagement, inspiration and use of talent.
- ◆ Job Burnout Survey—measures your current level or stress or burnout.



Anne DiNoia



Karen Senteio

Let Us Introduce Ourselves

Anne DiNoia of Stone Path Coaching, and Karen Senteio of VERVE Life Reinvention are Certified Higher Ground Leadership Coaches and have studied with Dr. Lance Secretan, one of the most insightful and provocative leadership teachers of our time. They have joined forces to conduct transformational leadership workshops, coaching programs and conduct individual coaching and mentoring of leaders in pursuit of Higher Ground Leadership.



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Higher Ground Leadership® Coaching Programs and Workshops



Leadership is more challenging than ever and 'old story' leadership no longer

*creates the results it once did. Leaders are being called upon to shift the values and cultures of organizations to create institutions of innovation and creativity. Only leaders who are inspired themselves know how to inspire others, who then inspire others, are the leaders of the future and have the ability to create catalytic change. You too can learn how to be a **Higher Ground Leader®**.*



Why Higher Ground Leadership?

A recent Gallup survey showed only **30% of employees were engaged, 52% were disengaged and 18% actively disengaged** (70% of employees actively or passively working against the strategic goals of the company). This is a crisis only Value-Centered Leadership® can address. Engagement has a greater impact on performance than corporate policy.

For years, we have been urging employees to provide greater quality and service while we have been downsizing, restructuring and reengineering. There is little room left to continue doing more with less and employees are reassessing their contract with life and work.

Higher Ground Leadership creates organizations focused on a collective strategy and working together to produce results through effective coaching and mentoring. Leaders shift to asking questions that draw out possibilities and **engage** the talent within the corporation.

Value based leadership is built upon the CASTLE® principles. **The acronym CASTLE® stands for Courage, Authenticity, Service, Truthfulness, Love, and Effectiveness.** When exhibited in leadership practices, they create transformational change in organizations creating cultures that inspire innovation, creativity, commitment and growth.

"Great class- was one of the more effective ones I have taken over my career. I look forward to using it along with my manager s (who were also in attendance). Thank you for having the courage to move this forward. I do believe it is the corner stone of becoming a learning organization. "

Higher Ground Leadership Workshop

What You Will Experience:

- ◆ Increased Productivity
- ◆ Retention of top performers
- ◆ Employee satisfaction and engagement
- ◆ Profitability

Benefits

- ◆ Effective coaching significantly improves ROI— survey conducted by MetrixGlobal indicated coaching produced a 529% ROI
- ◆ Improved employee satisfaction and engagement
- ◆ An effective leadership coaching model that produces Higher Ground Leaders capable of creating inspiring organizations
- ◆ Improved communication, collaboration and teamwork
- ◆ Better decision making
- ◆ More creativity and innovative problem solving
- ◆ Significantly improve employee engagement—engagement affects the bottom line
- ◆ Ability to develop effective engagement strategies to meet the needs of a diverse workforce

Higher Ground Leadership Mastermind Group

Post workshop think tank that further develops Higher Ground Leadership capabilities. It is personal board of directors with like-minded mentors and coaches:

- ◆ Meets twice a month— 2 hour teleconference
- ◆ Brainstorming, problem solving and sharing of expertise
- ◆ Limited to 10 participants per group

Leadership Coaching Packages

Personal Leadership Session

Includes: A personal leadership Survey and a powerful debrief coaching session—review of the results and action planning session.

Leadership Continuum

Includes: A 3-month coaching program that includes the personal leadership survey, a comprehensive debrief of the assessment, a personal action plan and follow-up coaching sessions to monitor progress, address barriers and build Higher Ground Leadership capabilities.

Leadership Intensive

Includes: a 6-month coaching program that includes a personal leadership survey, intensive review and personal action plan and coaching sessions to monitor progress and build Higher Ground Leadership capabilities.

Note: Contact the Higher Ground Leadership Coach® individually for coaching package terms