



Executive **LEADERSHIP** ACADEMY

The Executive Leadership Academy is a comprehensive leadership development program, with a particular emphasis on the unique challenges faced by today's professionals. The Executive Leadership Academy features integrated development and Professional Executive Coaching individualized with content based on the participants, ensuring immediate application.



Program value

1. Accelerated learning and agility
2. Improved financial performance
3. Clarity of mission, purpose, and increased values
4. Improved service quality
5. Stronger individual and organizational resilience
6. Greater employee engagement and improved employee retention
7. Richer creativity and innovation with more effective collaboration
8. Group classes meet twice a month with the Executive Leadership Trainer for 45-minute sessions (12 classes).

Join the Executive Leadership Academy, an intensive, immersive experience designed to help you develop your leadership skills to become a transformative leader!

One Payment of \$4,975
or 5 monthly payments of \$1,044.75 per participant

- Executive Leadership Academy Membership Plan
- Group Sessions (45 minutes) with Your Coach – Twice per Month, 6 months (12 classes)
- Easy coordination of classes - you have access to my calendar and schedule time that is convenient for you, and your team, if they join you.
- The Academy includes two one-on-one Executive Coaching Sessions, with fully paid Tuition

Applying to the Executive Leadership Academy, begins with a short conversation.
Make your appointment now www.calendly.com/clifflocks
Cliff@MillionaireLife.Services



Educational Modules

MODULE 1

Goals, Objectives, And Expectations

1. Expanding your personal leadership development goals, understanding, and refining your persona, and building a solid plan of action to reach your vision of success.
2. Mapping your professional networks.
3. Conquering the corporate ladder.
4. Understanding behavioral economics of building wealth; psychological, cognitive, emotional, cultural, and social factors as they affect the decisions of individuals and business institutions.
5. Mastering your skill levels to excel in operational, personal, and strategic networks.

MODULE 2

Expanding Your Influence and Sponsors, how Mentoring Plays a Positive Role

1. The benefits of mentoring the next generation of leaders.
2. Reverse mentoring of executives, managers, and leaders are depending on and learning from their younger and less experienced colleagues and networks to understand trends that often become the newest technologies and consumer preferences to impact the business.
3. Leadership mentoring (and sponsorship) provides underrepresented groups with the path to push through obstacles and make it into leadership positions – where they can mentor, give back, and improve the status quo. Actively mentoring for diversity and inclusion is the responsibility of us all.

Not only did we get solid training, which you could immediately implement, but the Leadership Academy program was also packed with much more! This program was very detailed and filled with insights all along the way; your team will thank you!

VICTORIA N.
Vice President, Strategy and Innovation

MODULE 3

Creating Operational Impact

1. Focusing on your customers.
2. Focusing on your core business – the 80 / 20 Rule.
3. Setting strategies, metrics and early indicators that always align with customer needs.
4. Document control and define operational efficiency, ensure your team has continuous access to organization.
5. Building efficiency into your continuous improvement programs.
6. The importance of documenting processes and procedures as they are the tools for the next generation of skilled employees. It provides a road map for creating long-term continuity for process improvements.
7. Streamline and perfect your internal business processes.
8. Dashboards to visualize statistics and data for team members and sales teams.
9. The tools to increase workflow/productivity, decrease internal processing costs, manage projects most efficiently and retain long term customer satisfaction. (EDI, BI, automation, AI, and machine learning).
10. Develop & review a technology plan every year to build your Business Intelligence & Analytics tools.
11. Create a culture of breakthrough innovation, gaining buy-in and encouraging employees to make a personal commitment toward the success of the organization.
12. Improving cross-departmental communications by developing cross-functional hybrid teams that consist of employees from multiple departments.
13. Identify and overcome bottlenecks – understanding root causes.

MODULE 4

Thriving In Your Organization

1. Increase awareness of yourself, your team, and your environment.
2. Lead from an anchored, balanced center.
3. Uncomfortable emotions are normal, learn to acknowledge and process, building the skills to navigate difficult conversations with more ease and less stress.
4. Reduce feeling overwhelmed and fatigued by instilling a more positive mindset for yourself and your team, build psychological safety into your organization to allow honest feedback.
5. Recognize and respond to unconscious biases, addressing and eliminating systemic inequalities in a long-term effectual manner.
6. Design a road map to transform yourself within your organization for lasting change and building prosperity.

The Leadership Academy was a great program, full of implementable information and ideas. Not only am I excited to continue employing these strategies, but I am excited to hear the positive results my colleagues achieved.

LUCAS B.
AI/ML Program Management

I want to express my gratitude for the depth of knowledge you've shared in The Leadership Academy, and I'm very excited about my new promotion to Executive Vice President. I'm being groomed for the Presidency, thanks to the education you provided.

HENRY F.
Executive Vice President

MODULE 5

Strategic Leadership

1. Defining effective management.
2. The value of talking with your customers, suppliers, and other partners to understand their challenges. Feedback from frustrated customers should become an opportunity to learn how to retain them.
3. Designing the future with situational planning to preemptively prepare for the unexpected. Embrace market research and business simulations to understand competitors' perspectives, new market competitors, and reactions to new initiatives or products, and potential disruptive offerings.
4. Focus on the root causes of a problem rather than the symptoms. Apply the "five whys" of Sakichi Toyoda, Toyota's founder.
5. Communication that encourages discussion by holding "safe zone" meetings where open dialogue and even debate is encouraged, expected, and welcomed.
6. When analyzing ambiguous data, list at least three possible explanations for what you are observing and invite perspectives from diverse stakeholders.
7. Use of quantitative analysis to supplement observations.
8. Divide massive decisions into segmented parts to understand the various factors involved to better see potential unintended consequences.
9. Structure your decision criteria to foresee long-term versus short-term.
10. Determine who needs to be directly involved to best influence and bring about the success of your decision.
11. The value of using pilot programs or small test market research is often more effective than investing in larger premature commitments.

MODULE 6

Leading High Performing Teams and Graduation

1. Managing team members can be most effective by providing specific, timely, actionable feedback.
2. True leaders build up their people. High achievers with a common vision create high-performance teams.
3. Recognize and evaluate the importance of taking an inventory of skills, talents, and abilities of you and your team. Everyone has strengths and weaker areas. That is why team collaboration is essential.
4. Check in with your team members on a regular one-to-one basis, to track progress and keep team members focused on the joint vision of success.
5. Express your authentic self, by leading with honest openness to your own possible vulnerabilities as well as show your trust and confidence in your team's synergistic efforts.
6. Navigate change through conversation, the benefits of ensuring you are communicating what changes are occurring in a timely manner. Build the skills to feel empowered to move through change. Team members are comprised of individuals who each have their own emotion and pride involved in being a successful part of the team. Acknowledging them both as an individual and as a team is important.
7. High-performance teams do not form on their own, it takes a leader to build and bring the team together. Leaders who bring out the best in their people, utilize their skills and abilities and climb up the organizational ladder faster and more successfully. They manage teams well and enjoy enduring success. Leaders validate and acknowledge growth and improvement with specific feedback to ensure that their people know they are valued and appreciated. Building solid connections through trusted conversation are at the heart of an aligned team.