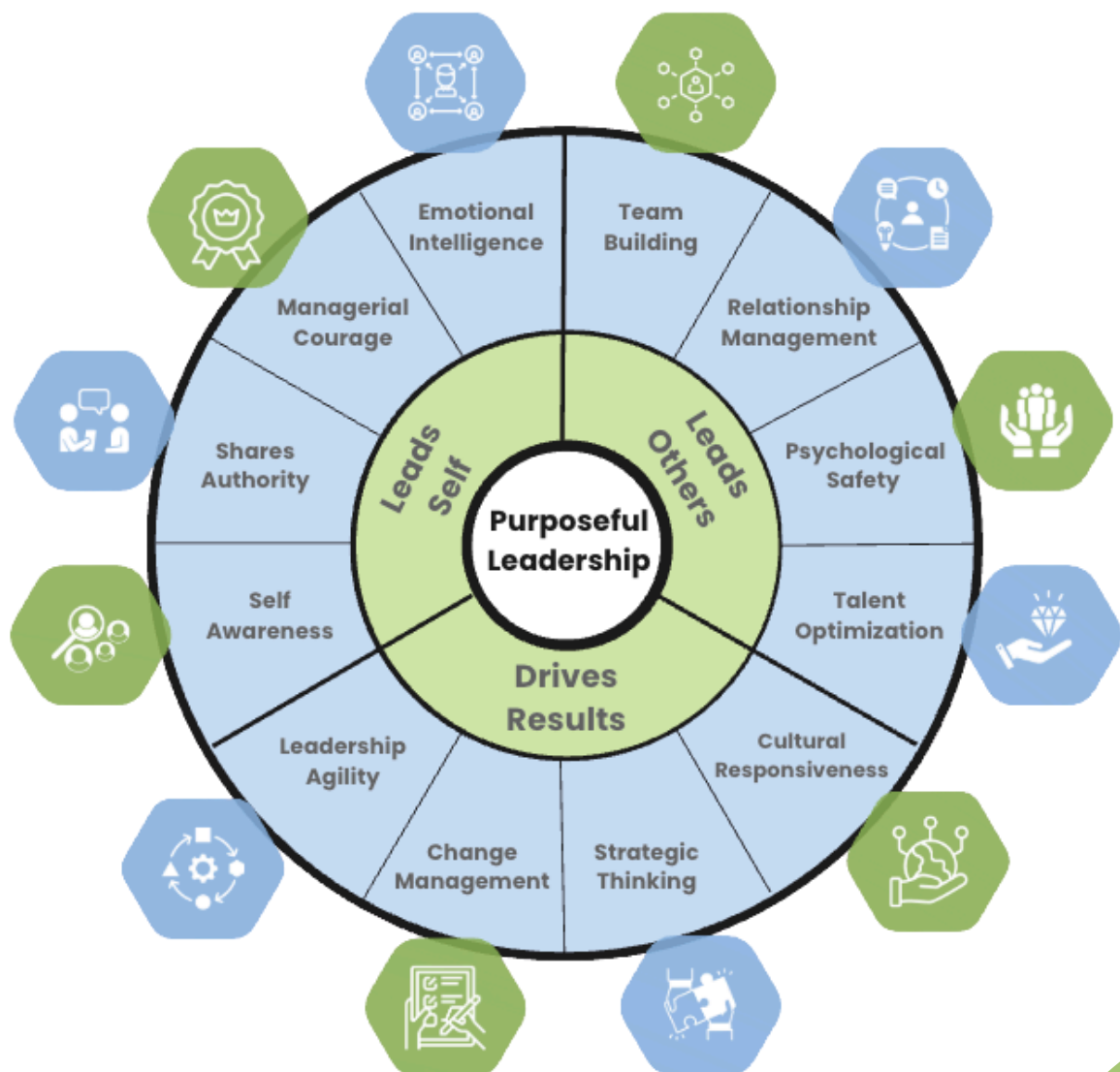


## PURPOSEFUL LEADERSHIP



Great leaders don't just manage—they inspire, influence, and drive meaningful change. They lead with purpose, aligning their decisions and actions with a greater mission that motivates teams and fosters sustainable success. Prepare your leaders for the challenges of today and tomorrow with the Executive Leadership Accelerator Blueprint (eLAB).

At the heart of eLAB is our **Purposeful Leadership Competency Model**, which defines the key skills and capabilities needed to lead authentically, empower teams, and drive lasting impact. eLAB is a results-driven experience that guides leaders through a transformative journey of learning, self-discovery, and action—bridging the gap between leadership theory and real-world application.

## LEARN

Each module starts with structured training, delivered either in-person or virtually. The learn component provides a guided approach to building knowledge, skills, and competencies through instruction, collaborative discussions, and hands-on practice. Participants establish a strong foundation that they will process and apply throughout their learning journey.

01.

## READ

Additional tools and reading materials are provided to reinforce and deepen the learning experience developed through training, and transform the learn component from a one-time event into an ongoing learning process. This continuous learning philosophy helps participants prepare for, engage with, and retain key concepts, ensuring that learning is meaningful and impactful.

02.

## REFLECT

Through journaling and self-discovery exercises, leaders will reflect on their insights from the module, explore their personal growth, challenge their beliefs and perceptions about leadership, and assess how these discoveries will shape their leadership approach moving forward.

03.

## ENGAGE

Group coaching provides a collaborative and supportive environment where leaders can engage with their cohort, reflect on and discuss what they've learned, and explore actionable take-aways. The engage part of the process enhances understanding, encourages new perspectives, and fosters accountability in leadership development.

04.

## ACT

Each module includes a list of actionable tips and activities that leaders can practice as a way to contribute to workplace excellence. As a final step of each module, leaders select a Leadership in Action activity, enabling them to translate learning into meaningful action.

05.





Our **Executive Leadership Accelerator Blueprint (eLAB)** is a structured, cohort-based peer learning program designed to enhance the strategic, operational, and leadership capabilities of senior executives and high-potential leaders. Based on our **Purposeful Leadership Competency Model**, this five module experience integrates facilitator-led instruction, collaborative discussions, and hands-on application, equipping leaders with the skills to navigate complexity, cultivate a strong organizational culture, enhance employee engagement, and drive sustainable growth.

### Organizational Outcomes

- Enhanced organizational culture and employee experience
- Consistent leadership practices across the organization
- Improved collaboration and innovation
- Talent optimization to meet client/customer needs
- Better adaptability to change

### Learning Outcomes

- Strengthen decision-making and strategic thinking capabilities to navigate uncertainty with confidence
- Take a people-first approach to maximize team and organizational potential and performance
- Balance competing priorities of key stakeholders
- Improve agility in response to technological disruptions and industry shifts
- Transform purposeful leadership behaviors into daily practice and everyday habits
- Align people-management strategies with business priorities

What You Get		
<b>Master Blueprint:</b> <ul style="list-style-type: none"> <li>• Roll-out strategy and kick-off meeting</li> <li>• Customizable five-module lesson plan</li> <li>• Pre and post assessment</li> <li>• Based on Purposeful Leadership Competency Model</li> </ul>		
<b>Check in /progress calls</b>		5 per cohort
<b>Customization of dialogue sessions and interactive exercises</b>		up to 15 hours
<b>Dedicated coach to keep you accountable and track results with you</b>		
<b>Client Concierge</b>		
<b>One VisionSpring facilitated eLAB experience for a cohort of up to 25</b>		
<b>Price</b>		contact <a href="mailto:info@visionspringinc.com">info@visionspringinc.com</a> for pricing

## PROGRAM LAUNCH

<b>Kick-Off Meeting</b>	<b>Pre-Read</b> How eLAB works	<b>Reflect</b> Identify your eLAB program goals	<b>Independent Work</b> Create your project plan	<b>Act</b> Roll out the plan
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## MODULE 1: INTRODUCTION TO PURPOSE-DRIVEN LEADERSHIP

<b>Learn</b> Workshop 1: Intro to Purpose-Driven Leadership	<b>Read</b> Becoming a Purpose-Driven Leader	<b>Reflect</b> Self-Assessment & Goals Worksheets	<b>Engage</b> Group Coaching	<b>Act</b> Leadership in Action
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## MODULE 2: LEADS SELF COMPETENCY AND BEHAVIORS

<b>Learn</b> Workshop 2: Leads Self	<b>Read</b> Purpose-Driven Leadership Starts with Self	<b>Reflect</b> Self-Assessment Goals Worksheets	<b>Engage</b> Group Coaching	<b>Act</b> Leadership in Action
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### *Leads Self Extras and Optional Augmented Training and Take-Aways*

<b>Microlearning</b> Recognizing and Managing Bias	<b>Microlearning</b> Promoting Psychological Safety	<b>Article</b> Effective Decision Making: Facts Versus Perception	<b>Tip Sheet</b> Tips for Pursuing Self Awareness	<b>Stand Model</b> Fact-based Decision Making
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## MODULE 3: LEADS OTHERS COMPETENCY AND BEHAVIORS

<b>Learn</b> Workshop 3: Leads Others	<b>Read</b> Why Empathy Matters	<b>Reflect</b> Action Plan and Journaling Exercise	<b>Engage</b> Group Coaching	<b>Act</b> Leadership in Action
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### *Leads Others Extras and Optional Augmented Training and Take-Aways*

<b>Microlearning</b> Intent vs Impact	<b>Microlearning</b> Cultivating Belonging	<b>SMILE Framework</b> Fostering Belonging	<b>Tip Sheet</b> Valuing Your Employees	
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## MODULE 4: DRIVES RESULTS COMPETENCY AND BEHAVIORS

<b>Learn</b> Workshop 4: Drives Results	<b>Read</b> Finding Balance Between People & Profit	<b>Reflect</b> Action Plan and Journaling Exercise	<b>Engage</b> Group Coaching	<b>Act</b> Leadership in Action
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### *Drives Results Extras and Optional Augmented Training and Take-Aways*

<b>Microlearning</b> Dialogue Across Difference	<b>Customer Connections Framework</b> Navigating Relationships	<b>Tip Sheet</b> Leveraging Diversity as a Business-driver	<b>Tip Sheet</b> Creating an Innovative Culture	
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## ELAB IN ACTION: PROGRAM DEBRIEF AND NEXT STEPS

<b>Wrap-up Meeting</b>	<b>Read</b> Living the Purpose-Driven Leadership Competencies	<b>Reflect</b> What's Next	<b>Independent Work</b> Self-Assessment	<b>Act</b> Leadership in Action
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