




The  
**Power  
Within**®

Content Summary

# GROWTH LEADERSHIP PROGRAMME

Think **Bigger** • Be **Better** • Achieve **More**

The Motivational Intelligence Company



## ABOUT

### **Growth Leadership Programme: Leading with Motivational Intelligence**

Embark on a transformative leadership adventure with our immersive and dynamic Growth Leadership program, meticulously crafted for ambitious leaders eager to scale their ventures. Experience a unique blend of action learning, collaboration, and practical knowledge to elevate your leadership prowess, unlocking the full potential of your organisation's talent and resources.

Delve deep into the fascinating world of Motivational Intelligence (MQ) as you explore ground-breaking research, frameworks, and real-world applications. Gain insights from esteemed institutions like the Scottish Centre for Status Research at Strathclyde Business School and Harvard Business Review. Unravel the secrets of job crafting, workplace innovation, and the undeniable impact of personal and professional success on performance management.

### **Our Growth Leadership:**

Leading with Motivational Intelligence programme is your ultimate roadmap to unlocking new heights of personal and professional success.

Our programme draws from cutting-edge research in social and cognitive psychology, management theories, and the triune brain model, offering an unparalleled learning experience.

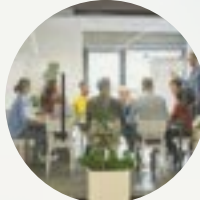
# Programme Overview

The Growth Leadership Programme is designed for ambitious leaders and business owners whose businesses are expanding. The programme includes:



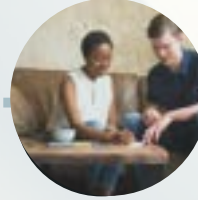
## Leadership Development Plan (LDP)

Comprehensive Pre-and-Post-Programme Diagnostics to create a bespoke LDP tailored to your unique goals.



## 8 Half-Day Workshops

Over 2 to 3 months, each focused on diverse leadership topics, providing essential skills and strategies to help you succeed in any leadership role.



## 14 Hour One-to-One Coaching

Exclusive Coaching Sessions to address unique challenges, and unrestricted access to a fully interactive, personalised coaching platform.



## Half Day Action Planning Workshop

An Invigorating Half-Day Action Planning Workshop to evaluate progress and leave with a clear roadmap for achieving your leadership goals.






## WHAT IS MOTIVATIONAL INTELLIGENCE?

**Motivational Intelligence (MQ)** is the ultimate guide to unlocking our potential and achieving more. MQ is a person's ability to identify and manage negative thoughts and self-limiting beliefs to overcome obstacles and reach goals. It combines the latest neuroscience and cognitive psychology research to empower individuals to succeed. Unlike IQ and EQ, which do not guarantee success, having a high MQ is the common thread in every significant accomplishment. At the core of the most influential aspect of modern-day social psychology,

**Motivational Intelligence** holds the key to why some people succeed while others flounder. It is the third and most influential level of human intelligence, and the differentiating factor between those who succeed and those who struggle.



How will the course  
**benefit** you?

# 1 **Enhanced Self-Leadership Skills**

Helps leaders develop self-awareness, self-management, and personal growth strategies, leading to increased effectiveness and success in their personal and professional lives.

# 2 **Comprehensive Understanding of Motivational Intelligence**

By exploring the roles of IQ, EQ, and MQ in Leadership, participants will learn to foster a growth mindset and create a positive and resilient work environment.

# 3 **Improved Communication and Vision Crafting**

The program equips leaders with the skills to craft a clear vision for their teams and organisations and effectively communicate it to internal and external stakeholders, ensuring alignment and motivation.

# 4 **Effective Leadership Techniques**

Participants will learn to differentiate between management and Leadership, identify common mistakes, and master best practices, increasing team performance and satisfaction.

# 5 **Building a Leadership Toolbox**

Leaders will develop essential skills to foster adaptability, responsibility, resilience, and courage within themselves and their teams, creating a supportive environment for personal and team development.



How will the course  
**benefit** the  
business?

# 1 **Increased Employee Engagement**

A well-trained leader who understands the importance of motivational intelligence will foster a positive work culture, leading to higher employee engagement, satisfaction, and retention.

# 2 **Enhanced Team Collaboration and Alignment**

By fostering a culture of collaboration and aligning team members with the organisation's vision and values, leaders can maximise team performance and drive business success.

# 3 **Greater Innovation and Adaptability**

The programme encourages leaders to implement workplace innovation and job crafting techniques, increasing creativity and adaptability to ever-changing business environments.

# 4 **Higher Performance and Productivity**

By understanding the psychology of their team and utilising effective management and leadership practices, leaders can help their teams achieve their full potential, driving higher performance and productivity.

# 5 **Resilient and Adaptable Workforce**

The programme equips leaders with the tools to develop a healthy perspective and resilient attitude within their teams, helping employees face challenges, setbacks, and changes with ease, ultimately benefiting the organisation as a whole.



**How** is the programme delivered?

# A:

It's delivered in **8 x modularised sessions** for between **3-3.5 hrs per session**, starting at 9:00 am to 12:30 pm via **LIVE zoom** training, then approx. **2 hr per week** working on your online training assignments and leadership development plan.

All training sessions are **recorded**, so if you ever need to miss a training session, you can log in to your account and re-watch the training session video. You have **lifetime access**, you can do this as often or as little as you need.

You will also have **24/7 access** to your online training portal and your accountability coaching platform as well as access to training mentors and coaches if you need additional support or help with the programme.

# Content Overview



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## **Session 1: Self-Leadership and The Secret to Personal Success**

The kick-off session focuses on self-leadership and personal success, covering topics such as course expectations, learning environment, motivational intelligence, and negative thoughts.

Participants will use resources like the Leadership Reference Manual and Roadmap Workbook, as well as learning techniques like multi-sensory perception and spaced repetition, to enhance personal and professional growth.

The session ends with a Q&A with a mastermind session, providing valuable insights and a chance to discuss the day's learnings.



## Session 1: Key Learning Outcomes

- Understand the critical role of self-leadership in personal and professional success and the impact of external and internal factors on performance.
- Develop strategies to optimise motivation, communication, and effectiveness within teams and organisations, leveraging diverse learning styles and adult learning techniques.
- Utilise essential resources like the Leadership Reference Manual and Roadmap Workbook for ongoing growth and development while implementing practical tools like the Start, Stop, Continue plan for self-reflection and improvement.
- Explore the power of adaptability, self-awareness, and resilience in navigating through challenging times and maintaining a positive mindset.
- Discover the importance of a positive mental diet, gratitude, and consistent small decisions that compound over time, leading to personal and professional growth.



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## Session 2: The role of Intelligence in Leadership

It's time to delve into Motivational Intelligence and its role in our personal and professional lives. In this comprehensive and interactive session, participants will explore the multifaceted aspects of intelligence in Leadership and management, focusing on IQ, EQ, and MQ.

Participants will learn how to cultivate a growth mindset and motivational intelligence within themselves and their teams, fostering a culture of learning and resilience. The session will also cover the importance of crafting a clear vision for the team or organisation and provide practical strategies for effectively communicating the vision to internal and external stakeholders.

## Session 2: Key Learning Outcomes

- Understand the roles of IQ, EQ, and MQ in Leadership and management and their impact on individual and team performance.
- Develop strategies to improve your levels of intelligence and foster a growth mindset within individuals and teams.
- Discover the importance of vision in Leadership and management and learn to craft it using the WHERE (performance), HOW (perception), and WHY (purpose) perspectives.
- Gain insights into effectively communicating the vision to stakeholders, ensuring alignment, ownership, and motivation.
- Reflect on the role of a growth mindset and motivational intelligence in achieving the team's vision and fostering a culture of continuous improvement and adaptability.



Unlimited  
Potential

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### **Session 3: The Pillars of Human Performance: Unlocking Unlimited Potential**

Discover the keys to unlocking your unlimited potential and becoming a more effective leader in this interactive course. Through engaging discussions and self-reflection, participants will dive deep into unlimited potential, understand its significance in Leadership, and learn to overcome challenges in their teams or businesses.

Participants will gain insights into the characteristics of influential leaders, the importance of asking the right questions, and the value of embracing failure as a part of success. With a focus on personal and professional growth, this session will equip you with the tools and techniques to become a better manager and leader.

## Session 3: Key Learning Outcomes

- Understand the concept of unlimited potential and its importance in Leadership and personal growth.
- Identify personal and team visions, challenges, and the role of asking the right questions in gaining insights.
- Recognise the role of practice and reflection in transforming weaknesses into strengths.
- Explore the characteristics and impact of great leaders, and learn how to apply these traits in your leadership style.
- Embrace the importance of failure as a crucial part of success and create a supportive environment for personal and team development.



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## **Session 4: Defining Management and Vertical Alignment**

In this engaging session, participants will delve into the essential differences between management and Leadership and discover how understanding these distinctions can significantly impact team culture and performance. We'll examine common management mistakes and their effects, uncover the best practices of excellent management, and discuss the development of management skills and the management hierarchy.

This interactive session will provide valuable insights and actionable strategies that can be applied to personal and professional life, helping participants become more effective and successful managers and leaders.

## Session 4: Key Learning Outcomes

- Differentiating between management and Leadership: Gain a deeper understanding of how these concepts differ and their impact on team culture and performance.
- Identifying common management mistakes: Learn about these pitfalls and their consequences on team culture and performance, and develop strategies to avoid them.
- Mastering the best practices of excellent management: Discover the five essential techniques to help you become a more effective manager.
- Developing management skills and understanding the management hierarchy: Enhance your ability to grow as a leader and manager.
- Embracing Ultimate Responsibility: Learn the importance of taking ownership and responsibility for your and your team's success, and understand the role of motivational intelligence in achieving this.



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## **Session 5: High-Payoff Activities and Workplace Innovation**

This session provides a comprehensive overview of the critical principles of self-leadership, people leadership, and coaching in the workplace. Participants will learn about job crafting, our MQ workplace innovation process, and the crucial role of Leadership in managing and monitoring performance in the workplace.

By adopting a proactive and creative approach to their work, individuals can improve their job satisfaction, contribute to their organisation's success, and drive economic health for the nation.

The course will also touch on the importance of personal and professional success, including having a clear vision, belief in ultimate potential, ownership and ultimate responsibility, and adaptability and change.



## Session 5: Key Learning Outcomes

- Understanding of Leadership in the job crafting innovative process.
- Skills in job crafting and workplace innovation.
- Knowledge of the critical role of Leadership in performance management.
- Techniques for effective coaching and positive feedback.
- Building trust and mutual respect in the workplace.
- Helping individuals reflect on their role in the success of the team and company and developing a written plan to achieve their goals.



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## **Session 6: Defining and Exploring Leadership**

In this session, we will define and explore the essence of Leadership, dispelling the myths and providing a definition that will guide you through the course. We will also explore the three-tier hierarchy of success and how leaders can influence MQ (motivational intelligence) by doing five things consistently.

As a manager or leader, you may have found that your team's success is not guaranteed even with the best plans, processes, and strategies. This is because not all team members will adopt new ideas or changes unless they first believe they can achieve the desired outcome.

## Session 6: Key Learning Outcomes

- Understanding the essence of Leadership to provide an in-depth understanding of the essence of successful Leadership, dispelling the myths and providing a definition that will guide you through the course.
- Psychology of your team: Leaders understand that to achieve their goals, they need to focus on the psychology of their team.
- Power of questions in Leadership: Leaders can gain insight into the minds of their team members and unlock the key to motivating and developing them by asking the right questions.
- Explore the three-tier hierarchy of success and the importance of each level in determining a person's likelihood of success.
- Five things great leaders do each day to influence a culture of responsibility, consistently build esteem and confidence, and always work on coaching and mentoring employees.



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## Session 7: Building a Leadership Toolbox

Fostering Adaptability, Responsibility, Resilience, and Courage, this step focuses on leaders' tools and techniques to promote greater team accountability and ownership. It starts to delve into the critical role of self-esteem in a person's motivational intelligence and adaptability. We also explore how self-esteem is formed and influences a person's interpretation of feedback. We also look at self-esteem's critical role in a person's motivational intelligence and adaptability, examining how self-esteem is formed and influences a person's interpretation of feedback.

The step delves into the levels of self-esteem and the associated behaviours of each class. The final part of the programme focuses on understanding the influence of comfort zones and tools that leaders can use to help people overcome the fear of change. Providing an in-depth understanding of the essence of successful Leadership, dispelling the myths and providing a definition that will help guide participants through the course.

## Session 7: Key Learning Outcomes

- Understanding the tools and techniques leaders can use to foster greater team accountability and ownership.
- Delving into the critical role of self-esteem in a person's motivational intelligence and adaptability.
- Exploring how self-esteem is formed and influences a person's interpretation of feedback.
- Examining the levels of self-esteem and associated behaviours of each group.
- Understanding the influence of comfort zones and tools leaders can use to help people overcome the fear of change.

A photograph showing a group of people in a meeting. A person in a white shirt is shaking hands with a woman in a beige sweater. Other people are visible around the table, some looking at documents. The scene is brightly lit and appears to be a professional or collaborative environment.

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## **Session 8: Developing a Healthy Perspective and Resilient Attitude**

Fostering Adaptability, Responsibility, Resilience, and Courage, this step focuses on leaders' tools and techniques to promote greater team accountability and ownership. It starts to delve into the critical role of self-esteem in a person's motivational intelligence and adaptability. We also explore how self-esteem is formed and influences a person's interpretation of feedback. We also look at self-esteem's critical role in a person's motivational intelligence and adaptability, examining how self-esteem is formed and influences a person's interpretation of feedback.

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## Session 8: Key Learning Outcomes

- The critical role of self-reflection in building motivation and adaptability.
- How self-esteem is formed and influences a person's interpretation of feedback.
- The levels of self-esteem and the associated behaviours of each class.
- Strategies for cultivating resilience and adaptability in the face of challenges and setbacks.
- The influence of affirmations and tools leaders can use to help people overcome the fear of change.



## About Us

**At The Power Within**, we passionately believe in the transformative power of inspiration and connection to drive personal and professional growth. As a premier **Motivational Intelligence (MQ)** training and development provider, we tap into cutting-edge neuroscience, cognitive and social psychology research to inspire individuals and organisations to achieve their dreams and unleash their true potential.

**The Power Within Training** is dedicated to helping businesses become more accountable, resilient, adaptable, and capable of handling all challenges they may encounter throughout their careers and growth, no matter their complexity.

Our dynamic, individualised approach sets us apart and has fuelled our success, growing our client list, team, products, and reputation. Led by the husband-and-wife team, James and Enas, The Power Within's team of MQ experts are on a mission to inspire people worldwide to **think bigger, be better, and achieve more.**

Our vision, mission, and purpose focus on inspirationally developing MQ as the key to successful business and leadership growth in a rapidly evolving world. We recognise the importance of leadership development, a growth mindset, and workplace innovation and culture in achieving this goal.

We're dedicated to supporting today's businesses in becoming tomorrow's trailblazing leaders. Our company values align with this mission: courage, perpetually learning, uncovering potential, and authenticity.

Our programmes are meticulously designed to help leaders develop the tools and knowledge they need to succeed while inspiring them to reach for the stars.

Embrace the power within you, and together, **let's inspire greatness and transform the world.**





Our team at The Power Within are standing by to make sure you get the help you need. Whether you have a question, are interested in finding out more or looking for a proposal and more, **we're here for you!**

**For More Information or to Apply Now,**

**Please Click on the Link Below:**

**<https://bit.ly/segrowthleadership>**

**Or contact us directly using the details below:**

 0330 133 2975

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