



Leaders enrolled in LX EVOLVE's January session are achieving tangible, exciting results. Halfway through the course, all participants were asked:

How has LX EVOLVE improved your leadership skills & the way you work?

"Meetings take SO much of my time! I'm doing a hard assessment of **meetings**—what *exactly* they need to accomplish, and *if* they need to even occur. I've eliminated many and freed up valuable time."

"I went from overwhelmed to empowered! I'm now able to step out of **'firefighting mode'** to focus on communication, work plans, delegation and other important management tasks."

"My team and I are staying focused on the **WHY** behind the services and support we provide. This has helped us better prioritize the needs of our community."

"We're working better together! I'm **blocking out time** to review my staff's work. This way, they get better, faster feedback and can meet deadlines more accurately."

"We're building **emotional safety** (to make mistakes). It's so important! People are displaying the courage to innovate and try to improve things."

"We're collaborating better! We meet with key players to discuss roles, commitments, deadlines, what is or isn't working, and how to **improve processes**."

"I'm **listening more and talking less** on projects I am guiding! My relationships are improving."

"By **truly prioritizing**, we're being more realistic and cutting out the excess. We're getting *more of the right things done*."

"We've changed our meeting agendas to include **purpose** and **intended outcomes**. This keeps us on track and helps us feel energized!"

LX EVOLVE participants not only master leadership competencies, they also network with other professionals immersed in similar issues across varied industries. During monthly meetings and small group break-outs, people in multiple industries and job positions work together to problem-solve and offer fresh perspectives on the ins and outs of leadership.

LX EVOLVE is transformational leadership development.

The best result of Leadership Growth is my own sense of purpose in/commitment to delegating with succession planning in mind. I am both preparing my staff with the skills to take over when I retire, and also lessening my daily workload. We all gain experience: their range of skills/competencies is expanded and I fine-tune my coaching skills to support their growth.





You Depend on Your Managers & Supervisors to LEAD the Way.

Do they have the support they need to be successful?

Mid-level leaders are the backbone of every organization. They drive the work, manage the resources, and create the culture. But let's face it—most are overwhelmed and undertrained. They need *real leadership development* in order to perform at their best and LEAD in today's complex environment.

LX EVOLVE—MRG's Leadership Transformation Course—is that training. LX EVOLVE is a comprehensive leadership development program that prepares your supervisors and managers to lead their teams to *real* results. This training guides leaders toward thinking and working *differently*; they'll master the skills necessary for positive, powerful achievements in an ever-changing environment.

LX EVOLVE will help you:

- Develop a Leadership Mindset
- Apply results-driven methods
- Improve Communication
- Ignite Employee Engagement

"Every single class gave me something specific and tangible that I could take back to work and use the very next day. Totally engaging!"

- Karen C.
Director, Department of Rehabilitation

This is **PROVEN LEADERSHIP DEVELOPMENT**—not a quick-fix promising big results—but a 10-month skill-building program focused on core concepts to help your organization thrive. *Give your supervisors, managers, and high-potential employees the support they need to LEAD!*

AUG 25*	<i>Opening Ceremony!</i>	JAN 25	<i>Delegating for Development</i>
AUG 31	<i>Understanding & Leading Change</i>	FEB 22	<i>Leading Meetings That Matter</i>
SEP 28	<i>Get the Right Things Done! Prioritization and Planning</i>	MAR 29	<i>Creating a Connected Culture</i>
OCT 26	<i>Setting Goals & Achieving Results</i>	APR 26	<i>Coaching for Accountability</i>
NOV 30	<i>Planning and Aligning</i>	MAY 24	<i>Leadership Courage: Having Hard Conversations</i>
DEC 14	<i>Integration</i>	JUN 7	<i>Program Close & Celebration</i>

"The training that Claire and the MRG team provides is top-rate and an incredible value! I've paid four times as much for training that wasn't half as good."

- Michelle D.
Dean, Community College

*Opening Ceremony, 1:30– 3:30 pm. All remaining classes 9:00 – Noon.

In addition to the classes above, LX EVOLVE includes:

- Monthly small group coaching and quarterly networking events
- An online portal hosting all program materials for a full year! (Review the videos on-demand)
- BONUS video courses designed to deepen and extend learning
- A full library of templates, models, and worksheets that enable you to easily transfer skills back to work

SPECIAL! All of this for only \$1500 per person when enrolled by July 30th (\$1875 per person after 7/30/21)

QUESTIONS? CALL CLAIRE (831) 239-8483, or ENROLL TODAY: <https://www.clairelaughlinonline.com/evolve>

