

# CREATE CLEAR CHANGE™

## LEADERSHIP CONVERSATIONS

### TARGET AUDIENCE

- People Leaders
- Project Leaders

### COURSE TIME:

3 Days (optional sustainment available)

### DELIVERY OPTIONS:

Instructor-Led and Blended

### DELIVERY METHOD:

In-person and/or virtual

### PAIRS WELL WITH:

- Situational Leadership® Essentials

ShadowLight's flagship program CREATE CLEAR Change™ Leadership Conversations provides the foundational elements to set clear expectations, provide powerful feedback, and guide intentional, empowering coaching conversations to help individuals navigate the distance between where they're at now to where they want to be.

Leaders will develop a heightened level of attunement and mindfulness for themselves, the person in front of them, and the present moment. They will learn practical frameworks and methods to establish a connection, listen attentively, embody Whole Person intelligence™, acknowledge what's being said and what's not, allow for emotions, thoughts, and ideas to be gently released, and foster a trusting container for expansive dialogue.

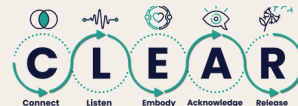
This level of intricate discovery may generate moments of intensity when locked up energy shifts and releases. As leaders maintain connected presence, they create the openness for deeper embodiment of Whole Person intelligence™ while aligning the internal and external systems to support sustainable change.

### BY THE END OF THIS PROGRAM, PARTICIPANTS WILL BE ABLE TO:

- Communicate expectations clearly and concisely, ensuring alignment, engagement, and clarity.
- Gain comfort in facilitating learning and change using both a directive and non-directive coaching approach.
- Understand the impact of presence on self and others.
- Navigate highly charged conversations with greater confidence.
- Recognize thoughts, emotions, beliefs, and behaviours operating in various situations.
- Adjust expectations when circumstances change, demonstrating flexibility while maintaining clarity in goals.
- Understand how to provide continuous feedback to support individual development and address performance gaps.



CREATE™ is a model and conversational framework that allows an individual to navigate the distance between where they are now and where they want to be in the future.



CLEAR is a presenceing practice to remain grounded and centered in conversation. Through this holistic approach, individuals build trusting relationships with self and others.



CLEAR the AIR™ is an interactive model that sets the foundation for performance. Individuals are supported to define what success looks like and are empowered for sustainable growth and long-term development.



CLEAR as MUD™ is a framework to assess the degree of motivation, understanding, and decision-making rights required to achieve desired results.



CLEAR is KIND™ describes the conversational principles that create the conditions for open, safe, and engaging dialogue.

REFLECT. CONNECT. TRANSFORM.

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