

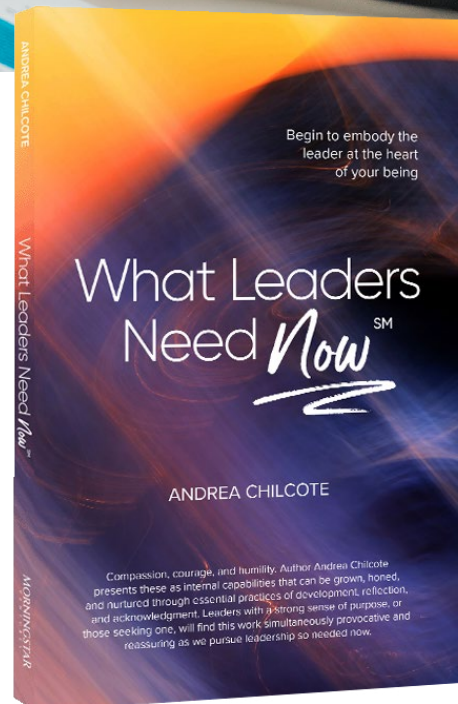
# What Leaders Need *Now*<sup>SM</sup>

A MORNINGSTAR VENTURES BRAND



## Two *3s*<sup>SM</sup>

A group coaching program based on the book, *What Leaders Need Now*, by Andrea Chilcote





# What Is the **Two 3s**<sup>SM</sup> Coaching Program?

Based on compelling and sound leadership qualities as well as core development practices introduced in Andrea Chilcote's new book, *What Leaders Need Now*, the **Two 3s**<sup>SM</sup> Program creates an opportunity for transformational growth and change in an accessible and affordable format.

This highly individualized, virtual or in-person coaching experience helps leaders begin, resume, or enrich their development journey, in partnership with a skilled coach and a small group of peers or team members.

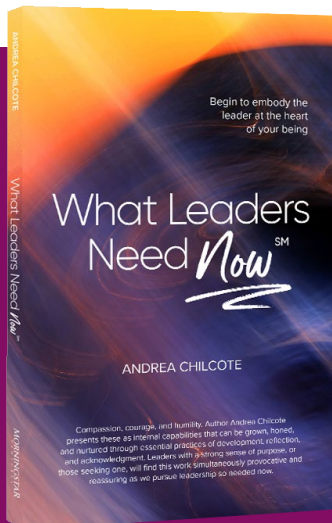
## What Are the Two 3s?

### 3 Essential Qualities

Compassion  
Courage  
Humility

### 3 Essential Practices

Development  
Reflection  
Acknowledgment



## What Do Leaders Need Now?

"What leaders need are the same things followers need from leaders: to recognize the human needs we all share in this time of great change," says author Andrea Chilcote. "The three qualities—compassion, courage, and humility—are not simple skills to be learned or tools to be utilized. They are not personality traits or talents that a privileged few are born with. They are internal capabilities that can be grown, honed, and nurtured, if one has the will to do so."



# The **Two 3s**<sup>SM</sup> Will Transform the Way You Lead

## 3 ESSENTIAL QUALITIES

### Compassion

Workplace stress and actual burnout are increasing at alarming rates. Rapidly shifting priorities compete in an environment in which the ways we communicate and connect have fundamentally changed. Sometimes we forget that *humans* are at the center.

Compassion is “empathy with a desire to be in action.” Self-compassion requires that we recognize our own suffering.

### Courage

When faced with adversity, we have three choices. We can avoid, endure, or transform. The courageous choice always involves transformation.

We make a distinction between taking a personally courageous action that impacts oneself and perhaps a small circle of others, and the kind of courageous action that organizational leaders with the positional authority can make to affect culture change.

### Humility

Humility is often so misunderstood. It is not weakness or meekness. Humility is having the confidence—the ego-strength, actually—to ask for input, ask for help, express gratitude and admit mistakes.

The freedom of a whole new world opens up for leaders who have not actively practiced humility, for when they shift from self-focus to focus on the team, many other essential inner qualities become accessible, including compassion and courage.

## 3 ESSENTIAL PRACTICES

### Development

Development is the process in which we cast a vision for the future that is congruent with our true nature and desires, identifying and working through the personal stops along the way.

Throughout the development journey, we make conscious the unconscious patterns and habits that have formed over a lifetime, examine and assess their effectiveness in our current life, and act intentionally to transform that which no longer serves our vision and purpose.

### Reflection

Reflection, in the context of this work, consists of self-reflection—the process of observing and assessing our thoughts, feelings, and behavior, and the reasons behind them—as well as consideration of perspective surrounding external circumstances impacting us and those we impact and influence.

Reflection is integral to learning. It brings forth self-awareness and builds consciousness.

### Acknowledgment

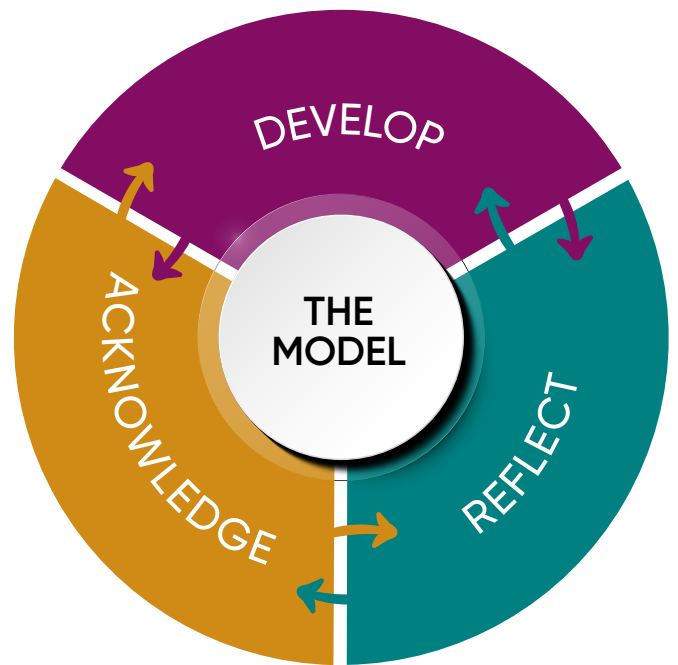
Acknowledgment, at its most fundamental level, is honesty. We cannot act upon that which we do not accept. If we cannot acknowledge our growing edge, there is no content on which to reflect, no substance to develop.

Acknowledgment requires honest self-assessment and recognition of strengths and accomplishments. It requires examining feedback from others. Feedback always contains a message—should you be willing to acknowledge it.

# How Does the **Two 3s<sup>SM</sup>** Coaching Program Work?

## The Process

- Confidential self-assessment focused on the three qualities of compassion, courage and humility.
- Five two-hour team/group coaching sessions facilitated by a coach certified in the **Two 3s<sup>SM</sup>** Program. Scheduled sessions can be held weekly, bi-weekly or monthly. Additional sessions can be added.
- Personal development plans to grow, hone, and nurture the essential qualities through the three practices of development, reflection and acknowledgment.
- Peer and coach support and accountability.
- Supplemental resources; reading and practice assignments.
- Everything DiSC® on Catalyst™ Workplace + Agile EQ™.
- Optional one-on-one coaching sessions for participants; units of three one-hour sessions for one or all.



## Prerequisites

- Participants must read *What Leaders Need Now* prior to the first session.
- Complete online self-assessment.
- Keep a personal journal as part of their development plan and scheduled sessions.



"... I don't think the three qualities are something we learn anew, like a skill. They are what we embody as leaders; what we become. If we aren't demonstrating compassion, courage, and humility it's either because we have lost our way, or we have never developed these as conscious practices."

– Andrea Chilcote

# The **Two 3s<sup>SM</sup>** Coaching Program Is a Versatile Development Approach for Today's Teams

So many options ...

The **Two 3s<sup>SM</sup>** Program can be delivered virtually or in person by a Morningstar Ventures executive coach.

Certification and fully scripted facilitation kits are available for internal facilitation. Includes supporting materials and customizable PowerPoint® slides.

[Click here to contact us to learn how the Two 3s<sup>SM</sup> Program can benefit you and your team](#)

Who can benefit from the **Two 3s<sup>SM</sup>** Program?

- Teams of peer leaders who wish to build a culture of compassion, courage, and humility in their function or organization.
- Cross-functional and project teams who wish to learn together and build leadership capacity as they transform their business units and organizations.
- Groups of leaders from across the organization who come together to learn, grow, and share experiences for the purpose of leadership development.

**Are you ready to transform your leadership team?  
Achieve a strong sense of purpose? Truly embody the  
qualities and practices of exceptional leaders?**



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*Your employees will see and feel the difference in your approach.*