

Transform Teams:

# Pathways to Leadership®



**Our award-winning program delivers 2 Years in 3 Days: We promise your leaders will unify to *one team* in what would normally take two years to accomplish.**

Pathways to Leadership equips leaders in the context of their teams to live and lead at their highest potential. Teams will function as one, cohesive unit capable of sustainably delivering immediate and meaningful results for the business.

**Ideal for:**

- Intact Teams
- Newly Formed Teams
- Cross-Functional Teams
- Leadership Teams



"The Pathways to Leadership Process is a higher level pursuit of organizational growth. It has enabled us to very quickly address issues in a way we haven't been able to do. If you are able to address the difficult issues productively - then that's the bottom line. Pathways does that! It makes an organization and people intrinsically better."

- Dick Frisbie, SVP Deepwater Technologies, Oceaneering International Inc.

## Program Overview

**Duration:**

3-Day Launch + 2-Day Mastery & Sustainability

**Number of Participants:**

Up to 20 participants per session (plus 2 graduate leaders *if applicable*)

**Includes:**

- 3-5 virtual interviews with the facilitator and key leaders to set expectations, build affinity and refine focus for the program launch
- Pre-session survey and light pre-work for participants
- 3-day in-person, facilitator-led launch session followed by 10 weeks of sustainability
- 2-day in-person, facilitator-led mastery session followed by 8 weeks of sustainability
- Sustainability includes: Access to Wavemaker, the Verus Global virtual learning experience; Weekly peer-led, facilitator-supported, 60-minute small group meetings; A capstone meeting at the close of the program

**Ideal Audience:**

- Executive
- Senior Leaders
- Mid-Level Leaders

**Outcomes:**

- Teams begin to function with a common purpose, shared priorities and 'One Team' mindset
- Greater ability to model the self-awareness, emotional courage and integrity necessary to bring their best to every interaction
- Demonstrate the empathy and transparency necessary to activate and bring out the best in others
- Consistently operate with an enterprise mindset, so, as one team, your people more effectively partner across the business with other teams to deliver on shared objectives
- Team members experience a greater sense of empowerment, accountability and permission to authentically contribute and lead



**Wavemaker**, a Verus Global virtual learning experience, guides, elevates and reinforces participant's learning throughout their program. Wavemaker includes supplemental resources, supporting materials and ongoing discussions with their cohort and facilitator—all in one place. For more information, visit [www.VerusGlobal.com/Wavemaker](http://www.VerusGlobal.com/Wavemaker).