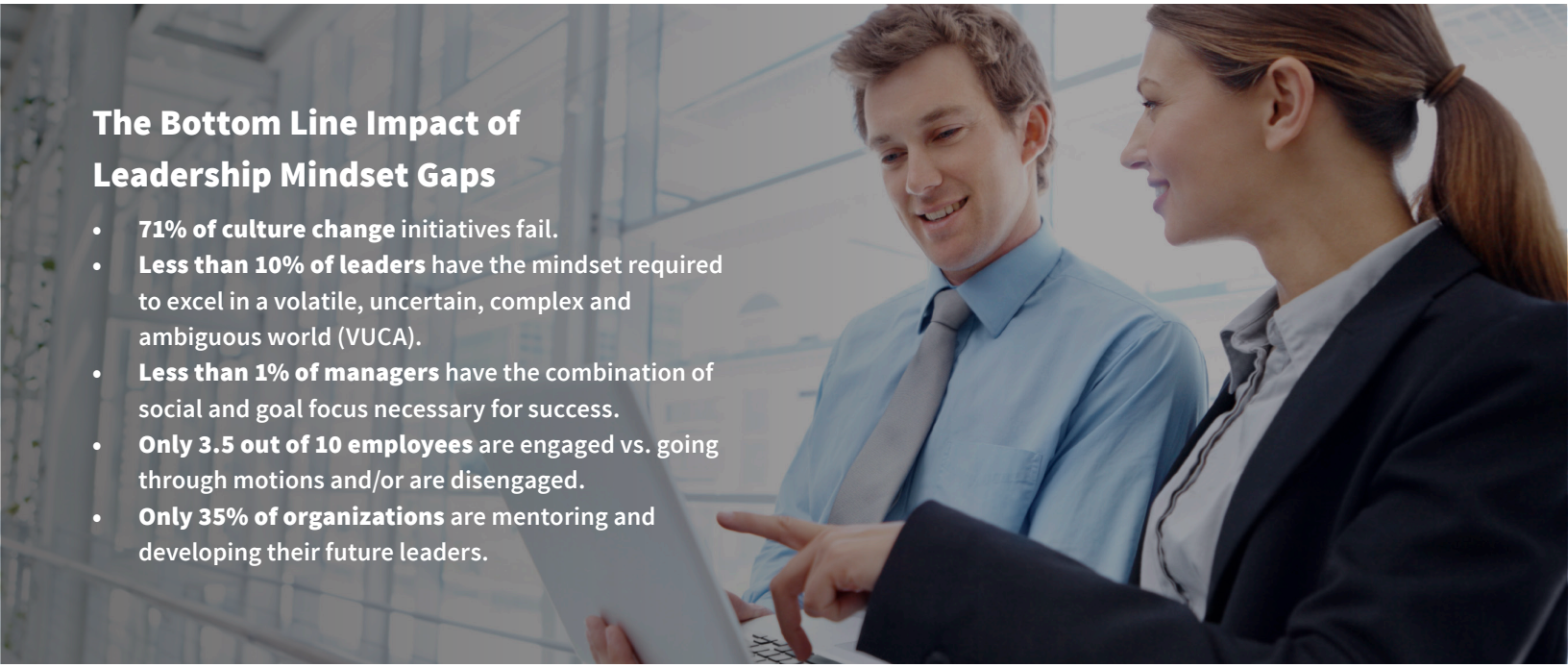
SYNCUP
LEADERSHIP GROUP

Learn More About Us

Grow Your Mindset. Transform Your Organization.



The Bottom Line Impact of Leadership Mindset Gaps

- **71% of culture change** initiatives fail.
- **Less than 10% of leaders** have the mindset required to excel in a volatile, uncertain, complex and ambiguous world (VUCA).
- **Less than 1% of managers** have the combination of social and goal focus necessary for success.
- **Only 3.5 out of 10 employees** are engaged vs. going through motions and/or are disengaged.
- **Only 35% of organizations** are mentoring and developing their future leaders.

Closing the Mindset Gap: Based on the latest brain research, the SyncUp Leadership Group's services help you close the gap between what you and your organization want to achieve and these startling facts about leaders, managers, employees and organizations.

Our Consulting Process

Assess and Design

We link what we do to your organization's strategy and performance goals via a co-developed set of success measures that are both challenging and achievable.

Deliver

Integrating measures of success established with our clients in the design process, we roll out our curriculum in phases based on rapid prototyping driven by applied learning principles. This ensures high levels of engagement, relevance and deep learning - the elements that fuel behavior change.

Sustain

We provide online and in-person solutions for continued learning. Our goal is behavior change and we know that time and wise guidance drives new practices, habits and norms.

Our Core Content

We've infused brain-mind research into 4 capabilities that expand mindsets:

Dynamic Attention

Focus drives results. Use your attention to change your brain, increase performance and strengthen relationships.

Whole Person Integration

Greatness takes your whole self. Leverage your internal resources for agility, resilience and effectiveness.

Strategic Clarity

Know your story, shape your future. Gain the ability to step back and assess a situation, challenge your current understanding, incorporate new insights and take action—all in real time.

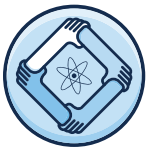
Authentic Collaboration

Going from me to we. Harness the paradox of radical accountability and compassion. Increase engagement, inspire innovation and free up capacity.

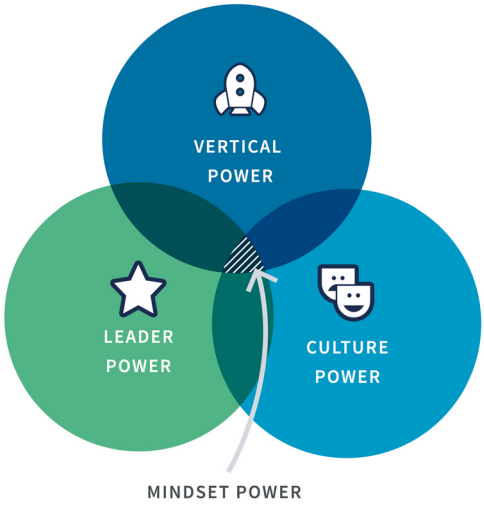
The SyncUp4® Model

4 Neuroscience Infused Vertical Development Capabilities	Outcomes
Dynamic Attention **Focus drives results.** Use your attention to change your brain, increase performance and strengthen relationships. ○ Vertical integration and neuroscience: liberating greatness in leaders and organizations ○ Brain fitness practices for leaders ○ Power of mindful awareness ○ Reflection for dynamic and deep insight ○ Dynamic attention in relationships: the power of mirror neurons	*Maintain focused attention without distraction to increase performance* *Value and cultivate time for reflection and insight* *Access executive functioning of prefrontal cortex for complex tasks* *Increase focus and presence in relationships* *Practice mindful awareness tools to develop executive functioning - deep listening; reflection; attunement to others; and environmental scanning* *Harness power of brain's reward circuitry* *Use power of visualization for dopamine production* *Master practices to quickly return nervous system to baseline equilibrium*
Whole Person Integration **Greatness takes your whole self.** Leverage your internal resources for agility, resilience and effectiveness. ○ The ROI of whole person integration (SPINE) ○ Driving engagement through purpose and inspiration ○ Managing energy for resilience and performance ○ Developing cognitive agility ○ The power of intuition and emotion in leadership decision making ○ The role of emotional maturity in developing wisdom	*Develop and integrate these five dimensions (SPINE) to reduce threat response inherent in challenging circumstances:* ***Spiritual** - increase the passion and meaning at work that drives engagement* ***Physical** - develop practices to sustain energy, stop overload before the damage is done and increase stamina and perseverance* ***Intellectual** - deal effectively with complexity and ambiguity, see big picture in challenging circumstances* ***Intuitive** - see patterns in unrelated data, access database of expertise for enhanced performance and innovation* ***Emotional** - develop executive functioning, maintain positive energy to deal with disappointments, regulate emotions*

The SyncUp4® Model Continued

4 Neuroscience Infused Vertical Development Capabilities	Outcomes
Strategic Clarity **Know your story, shape your future.** Challenge and evolve your current understanding. Step back, assess the situation, incorporate insights and take action. ○ Developing a growth mindset ○ Unlearning from past experiences - the power of rewiring neural connections ○ Working with signature mindset patterns ○ Liberating strategic potential ○ Befriending the inner committee: your mind-brain board of directors	*Mitigate bias by rewiring neural patterns that lead to automatic responses* *Reduce automatic behaviors and leadership patterns that derail effectiveness* *Increase clarity and perspective taking (cognitive agility)* *Strengthen inner voice of wisdom that prevails in difficult circumstances* *Master self-investigation process that leads to mindset growth* *Manage the inner voice that blocks healthy risk-taking and growth* *Increase window of tolerance for complex circumstances*
 **Authentic Collaboration** **Going from me to we.** Harness the power of radical accountability and compassion. Increase engagement, inspire innovation and free up capacity. ○ Mindsets as an enduring competitive advantage ○ Creating brain friendly teams and cultures ○ Encouraging radical accountability and compassion ○ Using human centered design to foster innovation ○ The power of networks	*Foster greater accountability without triggering threat response* *Build compassion and empathy to increase healthy risk taking* *Work with mindsets in teams and groups to increase collaborative potential* *Inspire innovation through experimentation and rapid prototyping (design thinking)* *Develop relational intelligence - empathic listening and speaking, wishing for the well-being of ourselves and others, setting healthy boundaries, negotiating changes in behavior and repairing ruptures* *Use a brain friendly process to assess and develop organization culture*

Educating



MINDSET POWER PROGRAMS

Mindset is the fuel of sustainable change. We know what it takes to grow mindsets: deep desire, uncommon self awareness, personal practices that create new neural pathways and expert guidance. We provide the components that help you embrace and live your greatness. Our evidence based model for behavior change is infused with unique exercises and learning, expert facilitation and individual coaching. Your leadership and organization challenges are woven into our applied learning designs.

Vertical Power

A highly interactive workshop that addresses individual capacity as the foundation for sustainable mindset change. Participants will be in a cycle of learning that includes educational content, application and discovery exercises, sharing in trios and quartets, large group dialogue, expert facilitated small group breakout sessions, and action plan development linked to performance, thinking and relating goals. With expanded self awareness and a personal set of practices, each participant leaves this workshop with the tools to make significant behavior change.

Mindset Coaching sessions follow the workshop to deepen, sharpen, clarify and ensure sustainable results.

Leader Power

The consciousness of leaders has a dramatic impact on the behavior of those they lead. How do we help successful performers connect Vertical Power program breakthroughs to organizational leadership? We tap their newly minted self-investigation skills to challenge deep seated assumptions about execution, engagement, collaboration and innovation. This intensive mirrors the learning cycle we use in the Vertical Power workshop. Participants come ready to dive for gold through dialogue, reflection, deep sharing infused with the kind of persistence that busts automatic behavior. Participants leave this session with well-crafted action plans for leading self and others in a VUCA world.

Mindset Coaching sessions follow the workshop to deepen, sharpen, clarify and ensure sustainable results.

Culture Power

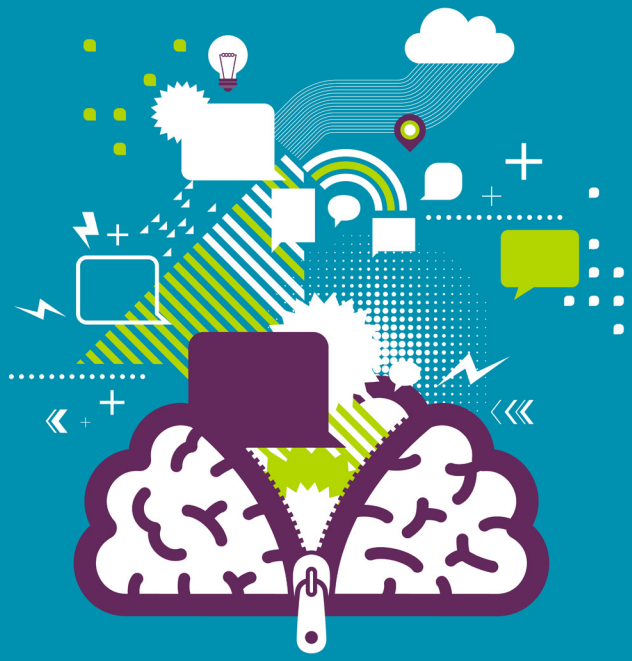
Culture is the collective mindset of your organization. It has a powerful impact on performance. Every day, all day, relationships and the environment at work are the most powerful performance predictors. With new and powerful mindsets fostered in Vertical Power and Leader Power, participants will explore, define, debate and develop a set of best practices for optimizing relationship and working norms to launch in their respective organizational domains. They will leave the workshop with collaboration and communication plans in place that support ongoing rapid prototyping - forming their own human centered design lab for culture change. We believe their power and prowess to influence the entire organization is going to be evolutionary - driven by the real competitive edge - MINDSETS.

How We Do It

Our Brain Savvy Approach to Learning

- **Engaging high impact workshops**
- **Valid and reliable assessments**
- **Organization focused application and action**
- **Master coaches and facilitators**
- **Content customized to your performance goals**
- **Flexible timing and delivery model**
- **Evaluation based on your measures of success**

Mindset Coaching



Our master coaches help leaders integrate and apply mindset power to how they work and live for sustainable impact. The coaching experience is built on:

- Assessments
- Seeking information you possess to unlock blocked behavior and chaotic reactions
- You being in charge of how much, how fast, how deep
- Application of what you've learned between sessions

Target Audience

Our programs are customized for executives, senior leaders and high potentials who seek higher levels of collaboration, innovation and the ability to lead change in a rapidly changing environment. We recognize that closing the mindset gap calls for commitment to sustainable behavior change at every level in the organization.

Do you have opportunities for MINDSET development in your organization?

Executive Leader Development

Raise the collective wisdom of your executive team. Legitimize authentic conversations that move the leadership team beyond the limits of its current thinking. Commit to better cross-functional collaboration and problem solving. This training translates into a sustainable competitive advantage.

Next Generation Leader Development

A cohort-based learning environment for the leaders who form the building blocks of your organization's future. They are the critical influencers for innovation, processes and customer experience. Prepare bench strength and drive engagement, while deepening self-awareness, collaboration and strategic thinking.

Teams and Network Development

We go beyond traditional team building by shining the light on the messy and hidden issues that derail teams. Performance is driven by both accountability and self-awareness. Our reputation for engaging, insightful and high-impact action learning methodology supports real team breakthroughs on critical issues for real results.

These are common challenges we're asked to address:

- Do our team experiences include authentic and energizing dialogue?
- How can our teams understand the relationship between emotional maturity and creative collaboration?
- Can our teams and networks leverage their resources for consistent high-quality results?
- Is resilience and optimism part of our team culture?
- Do our networked teams work comfortably and effectively across the boundaries of individual mindsets, expertise, geography and national culture and sector?

Do you have opportunities in your community to support MINDSET development?

Leading the Social Enterprise

Designed to address the paradoxical landscape facing leaders committed to solving complex problems in a nonprofit context. Examine, challenge and move beyond the traditional limitations and mindsets associated with leading in the nonprofit sector.

Multi-Stakeholder Collaborations

The complex challenges facing humanity call for uncommon wisdom and maturity, deep and dynamic collaboration among unconventional partners and a connected worldview.

Our programs for multi-stakeholder collaborations:

- Engage the energy of participants and foster the resilience to examine and expand perspectives, motivations and mindsets.
- Use insight and dialogue to move beyond limiting patterns of interaction to process tensions and differences that derail connection, trust and effectiveness.
- Forge new perspectives that foster innovation.
- Recognize unconventional collaborations as an opportunity for evolving business models.

Mindsets As Your Enduring Competitive Advantage

With over six decades of combined experience in graduate business education, coaching, research and consulting, SyncUp Leadership Group co-founders Suzanne Lahl, M.S.O.D. and Terri Egan, Ph.D., faculty members in Pepperdine University's Masters of Science in Organization Development program, understand why this gap exists and have the expertise to guide leaders in how to close it.

When the dynamics of a leader group, network or collaboration mature with greater connection and trust, an uncommon zone of creativity, passion, wisdom and agility thrives. This translates into an enduring competitive advantage.

Speaking

In our keynotes we share neuroscience discoveries that can make a difference in your leaders and your organizations. **Topics include:** *From Managing Time to Managing Attention • Leading with Agility in a Complex World • Mindset Matters • Culture Change Before Mindset Change? • Could Overwhelm Be Impacting Your Organization? • The ROI of Whole Person Leadership*

NEUROSCIENCE

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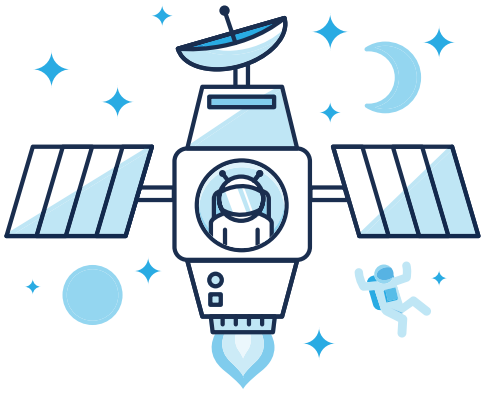

VERTICAL DEVELOPMENT