

THE COMPLETE GUIDE TO BUILDING HIGH-PERFORMANCE LEADERS

Transform Your Organization with
Sphere of Influence™ Leadership Development



The Leadership Challenge Every Organization Faces



How do you consistently out-perform your competitors?

The answer lies in engaging the talent of your people. Engaged employees are more productive, stay longer, solve more problems independently, and drive higher profit margins.



But how do you drive employee engagement?

By developing leaders at every level of your organization. Research shows that the single greatest lever to inspire and sustain engagement is the immediate supervisor.



The solution?

Create a sustainable leadership academy inside your company to build a continuous pipeline of high-performance leaders.

Introducing Sphere of Influence

Sphere of Influence is more than just training—it's a comprehensive Leadership Development Academy built directly into your organization.

This three-year transformational leadership blueprint is designed to



Build empowered leaders
at every organizational level



Expand influence
throughout your company culture



Drive effective change
that produces measurable results



Create sustainable growth
through continuous leadership
development

The Three-Year Leadership Journey

Year 1

Foundational Leadership Skills

Building the Essential Foundation

Participants master practical techniques to lead effectively across all personality types and skill levels:

Leadership Behaviors:

- ◆ Three Levels of Awareness
- ◆ From Conflict to Collaboration
- ◆ Improving Communication
- ◆ Coaching for Team Performance

Leadership Motivation:

- ◆ Finding Your Rocket Fuel
- ◆ Don't Manage Your Time, Manage Your Energy
- ◆ The Hidden Code to Inspire, Persuade, & Sell
- ◆ Keys to Motivating and Managing

Year 2

Emotional Intelligence & Soft Skills

Where True Transformation Happens

A deep dive into EQ and interpersonal skills transforms participants into team builders who inspire growth and collaboration:

Emotional Intelligence:

- ◆ Why Do Emotions Matter at Work?
- ◆ Self-Awareness and Self-Regulation
- ◆ Social Awareness and Social Regulation

Soft Skills Development: Choose 6 modules from a comprehensive bank of 25, including:

- ◆ Employee Development & Coaching
- ◆ Time & Priority Management
- ◆ Conflict Management
- ◆ Decision Making
- ◆ And 21 additional critical skills

The Capstone Experience

Focus on mental toughness, self-leadership, and personal accountability:

Leading Human Change

- ◆ Why Change is Hard
- ◆ Mapping Your “Immune System”
- ◆ Roadmap to Sustainable Change
- ◆ Shifting Your Being and Thinking

Growing Influence

- ◆ Leadership Acumen
- ◆ 3 Dimensions of Leadership
- ◆ Leadership = Influence
- ◆ Structural Leadership
- ◆ Leading Myself to Continual Growth



What Makes Sphere of Influence Different?

1

Interactive & Accountable Learning

- ◆ Live, in-person training combined with structured online coaching
- ◆ Cohort-based learning fosters connection and peer-to-peer accountability
- ◆ Interactive sessions, not lecture-based content

2

Assessment-Based Personalization

- ◆ Customized insights into individual strengths and growth areas
- ◆ Measurable skills development and progress tracking
- ◆ Personalized learning paths for maximum impact

3

Adult Learning Science

- ◆ Tailored to real-world roles and challenges
- ◆ Experience-based learning sustained over time
- ◆ Maximum retention through drip content methodology

4

Built for Scalability

- ◆ Accommodates all leadership levels—supervisors to executives
- ◆ Flexible implementation adapted to your company's needs
- ◆ Clear timelines and milestones for each leadership tier

Implementation Framework

Full Program Structure

- ◆ 36-month program divided into 6-month units
- ◆ 4 modules per unit
- ◆ In-person learning and online application every 3 weeks
- ◆ Cohort-based delivery for maximum engagement



Flexible Timeline Options

- ◆ Supervisors: 12 months
- ◆ Directors & Managers: 24-36 months
- ◆ Executive Leadership Team: 36 months



The Four Core Development Areas

1

Leadership Behaviors & Motivation

Master practical strategies for communication, conflict resolution, team collaboration, and personal motivation through proven methodologies.

2

Change & Influence

Learn the art of influencing others while understanding and driving sustainable human change throughout your organization.

3

Emotional Intelligence & Soft Skills

Develop critical EQ competencies and interpersonal skills essential for building relationships and managing high-performing teams.

4

Self-Leadership & Advanced Development

Build mental toughness, inner clarity, and personal accountability to overcome obstacles and empower others to do the same.

Why Organizations Choose Sphere of Influence



Proven Methodologies:

Rooted in science-based learning techniques with measurable outcomes



Sustainable Growth:

Creates a culture of continuous development that drives long-term success



Comprehensive Development:

Addresses all aspects of leadership from foundational skills to advanced capabilities



Scalable Solution:

Grows with your organization and adapts to your specific needs



Measurable ROI:

Delivers real business results through improved employee engagement and performance

The Impact of Great Leadership



“Influence is the currency of leadership. To influence is to shape the way others think and act. The best leaders use not only their authority but also their influence to build relationships and impact outcomes.”

Leadership isn't just about authority—it's about influence. With Sphere of Influence, your organization can unlock its true potential by empowering people at every level to create impact and drive meaningful outcomes.



Ready to Transform Your Organization?

The journey to building exceptional leaders starts with a single decision. Sphere of Influence provides the blueprint, tools, and support system your organization needs to develop a continuous pipeline of high-performance leaders.

Next Steps

1

Assess your current leadership development needs

2

Identify key stakeholders and potential participants

3

Schedule a consultation to customize the program for your organization

4

Begin building your leadership legacy

Contact MasterMinds Leadership today to learn how Sphere of Influence can transform your organization and create sustainable competitive advantage through exceptional leadership development.