



INTENT

**Intentional Leadership:
From Manager to Strategic
Executive**



Program Description

This 5-part leadership series is designed for future or newer Senior Leaders moving from a Management role to Senior Leadership, ready to navigate the complexities of top-tier leadership and elevate their approach. Through self-exploration, interactive experiences, strategic insights, and peer mentorship, you'll develop the critical skills and vision needed to drive organizational success and lead with impact at the highest level. Join a cohort of Senior Leaders to accelerate your journey and elevate your leadership.

Session 1:
Leading at a
Higher Level

Session 2:
Culture

Session 3:
Leading
Leaders

Session 4:
Strategic
Thinking

Session 5:
Final
Presentation
/ Celebration

Expected Outcomes

To prepare Managers for Senior Leadership, participants will acquire:

- An increased self-awareness of one's own behavior and how it affects interactions with others
- An enhanced ability to lead up, down and around the organization effectively
- Skills to build alignment through purpose and values resulting in higher levels of teamwork, engagement and performance
- Tools and perspectives to build a high-performance culture through accountability and feedback
- An expanded network of peers to share future best practices and solve business challenges
- Practical tools to develop others and lead with confidence



Session Overview

Session 1: Leading at a Higher Level

Prework: 1:1 Expectations meetings; DiSC Work of Leaders assessment

- Kick off
- Leadership Mindset – Growth vs. Fixed
- Challenges and Strengths - DiSC debrief
- Leadership and ethics at the next level
- Grounding time – e.g., before going into a difficult conversation, managing stress, etc.
- Introduction of Capstone Project
- Personal goals & development planning

Session 2: Culture

- Building a high-performance culture
- Values / Purpose
- Creating a culture of accountability & feedback
- Fostering teamwork, breaking down silos and building collaboration at the senior level
 - Create a stakeholder map
- Assessing your culture and building an action plan

— ***Mid program 1:1 coaching session with Intent*** —

Session 3: Leading Leaders

- Developing executive presence
- Delegating for development
 - Self-check – where are your opportunities?
 - Eisenhower Matrix
- Managing Relationships – up, down, and around
 - Recognizing styles and strengths

Session Overview Continued

Session 4: Strategic Thinking

- Team effectiveness/Goal planning
- Leading organizational change
- Lifting up and looking out
- Program takeaways and presentation planning

Session 5: Capstone Project: Final Presentations & Celebration

- Participants will share experiences, goals and outcomes with the cohort through final presentations
- Leaders from each participant company will be invited

Our Approach

Intent ensures each session is impactful by providing leaders with practical tools and actionable strategies they can immediately apply in the workplace. Sessions will conclude with clear action items and assignments, reinforcing accountability and allowing leaders to reflect on key takeaways. Each session will begin with a recap, fostering continuity, addressing questions, and reinforcing previous learning.

To support ongoing development, leaders will have a variety of practices and resources:

- Pre-work
- An online portal and resource hub
- Peer coaching
- Leadership reflections
- Development goal setting
- Practical tips and worksheets
- Practice in between (assignments)
- Final presentations

Meet The Facilitators



Allison Whiting

Allison founded Intent over 20 years ago and has been making a big impact within organizations ever since.

Her passion for people led her to be trained in conventional practices like “the Five Lean Principles”, and is a certified partner for Wiley Technologies’ Authorized 5 Behaviors® and DISC®.

With over 2 decades of employing these classic methodologies Allison has been able to expand into customized design. Allison takes a “meet you where you are” approach by interpreting, diagnosing, and developing tailored programs unique to any business type, size and leadership style.



Jackie Sax

With over 15 years of experience, Jackie has helped organizations attract, develop, and retain top talent while aligning people strategies with business goals.

She spent 13 years at a Fortune 500 tech company valued at \$48 billion, where she led high-impact HR initiatives, optimized talent acquisition, and partnered with executives to build high-performing, future-ready teams. She excels at turning complex challenges into people-centered solutions that fuel business growth.

Jackie brings expertise in coaching, development, and organizational strategy helping companies elevate their teams, and enhance workplace culture.