



INTENT

Intentional Leadership:

From Manager to Strategic Executive



Program Description

This 6-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: Building Culture	Session 3: Leading Leaders
Session 4: Strategic Thinking	Session 5: Leading Organizational Change	Session 6: 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 and purpose as the foundation
- Creating a culture of accountability & feedback
- Assessing your team culture
 - Elevating engagement
 - Building an action plan
- Peer coaching

Session 3: Leading Leaders

- Elevating executive presence
 - Explore your personal, team and organizational presence
- Eisenhower matrix
 - Prioritizing your time
- Delegating for development
 - Self-check – identifying growth opportunities
 - Leveraging DiSC styles to delegate effectively
 - Creating a personal delegation action plan

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

Session Overview Continued

Session 4: Strategic Thinking

- Connecting strategic thinking to DiSC Work of Leaders
- Goal planning
- Lifting up and looking out – expanding perspective
- Leveling up leadership
 - Evolving your mindset, behaviors & impact
- Managing Relationships – up, down, and around
 - Recognizing styles and strengths
 - Create a stakeholder map
 - Applying influence strategies

Session 5: Leading Organizational Change

- Navigating change with intention
 - RISE model
 - Responding to resistance
- Assessing organizational readiness
 - Create an action plan
- DiSC & motivational styles
- Building resilient, adaptive teams
- Program takeaways and presentation planning

Session 6: 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



About Intent

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

Our Facilitators

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®.



Allison Whiting



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.