



If you're like most executives, you've invested in leadership training, team-building, and performance metrics. And yet... your organization still hesitates. Teams avoid tough conversations. Decisions get delayed. Accountability slips. Innovation stalls.

See, it's not about capability—it's about culture.
You don't have a skills problem. You have a *courage problem*.

When courage is missing, fear quietly runs the show. People play it safe, silos grow stronger, and the same issues get recycled at every leadership meeting. The cost? Lost momentum, stalled innovation, and a team that's capable of more—but unsure how to step up.

But when an organization operates with courage at its core, everything changes. Teams become bold, aligned, and focused on driving results. They embrace discomfort, speak with candor, and move forward together—especially in times of uncertainty.

To put it simply: the future belongs to those who build cultures where people are empowered to show up fully, take smart risks, and lead together. That's exactly what CLIMB delivers.

CLIMB is a two-day, executive-level program designed to go beyond leadership training and directly address the root causes of organizational underperformance. It gives your leaders a *clear, actionable methodology* for creating a courageous culture—one grounded in trust, resilience, bold decision-making, and shared accountability.

Through CLIMB, your executive team will learn how to:

- Foster psychological safety and build authentic trust
- Transform conflict into aligned, high-quality decision-making
- Drive peer accountability that reinforces high standards
- Communicate vision with clarity and confidence and
- Lead with purpose in the face of ambiguity

This isn't just about inspiring better leadership. It's about implementing a cultural shift that makes courage part of your operational DNA.

If you're ready to stop managing dysfunction and start building a high-performance, courageous culture that can weather any challenge—CLIMB is your next move.



Preparation

- Pre-meeting planning and discussion on key issues
- Culture assessment

Day 1 - Leading with Courage & Clarity

Focus – Uncover the hidden habits that stall progress. Begin to shift leadership behavior from comfort to courage.

Morning Session

Current vs. Desired Culture

- Reviewing pre-session diagnostic results
- Reflecting and agreeing upon the goals and expected value of a courageous organizational culture
- Mapping gaps between stated values and visible behaviors
- Final exercise: “What needs to end for something better to begin?”

Module: Leaning-In

- Clarifying the actions necessary to intentionally build a courageous culture
- Naming avoidance behaviors and surfacing unspoken resistance
- Encouraging open communication among leadership peers
- Reframing constructive conflict as a strategic asset

Module: Leading Well

- Auditing leadership consistency: messaging, modeling, management
- Exploring misalignment between intent and impact
- Clarifying leadership behaviors that drive a forward-leaning organization
- Growing trust in the midst of pressure

Afternoon Session

Module: Building Accountability

- Shifting the accountability emphasis from top-down to peer-to-peer and from micromanagement to shared ownership
- Identifying breakdowns in ownership-focused behaviors
- Introducing the accountability loop: Commit, Deliver, Review, Adapt
- Practicing peer-based accountability: safe, direct, consistent

Module: Empowering Decision-Making

- Navigating and solving decision-making bottlenecks
- Clarifying roles: who decides, who contributes, who informs
- Introducing cascading communication and the courage to decide with 80% clarity
- Exploring popular tools and strategies to improve decision quality throughout the organization

Closing Discussion

Day Two – Embedding Execution & Innovation

Focus: Build trust across teams, prepare for future challenges, and institutionalize change that lasts.

Morning Session

Review: Recapping Lessons Learned

Module: Creating Collaboration

- Identifying and addressing the root causes of cross-functional friction
- Exploring how silos form—and how to dismantle them
- Practicing transparency across functions
- Building shared ownership over outcomes

Module: Addressing Challenges

- Exploiting value from properly managed tension, conflict, and uncertainty
- Naming real-time tensions and sticking points
- Practicing conflict fluency: how to challenge without shaming
- Increasing resilience by normalizing discomfort
- Identifying and reducing dysfunctional behavior that has the power to derail progress

Afternoon Session

Module: Making Room for Innovation

- Shifting the team from a posture of caution to curiosity and smart experimentation
- Understanding low-risk exposure therapy for decision-making confidence
- Reducing perfectionism as a leadership default
- Establishing lightweight systems to experiment, test, and iterate

Module: Implementing the Plan

- Defining cultural commitments and shared goals
- Identifying lead indicators of cultural progress
- Drafting the 90-day CLIMB rollout plan with clear ownership

Closing Integration Session

- Final leadership commitment declaration
- Identifying culture champions and early wins
- Launching the CLIMB journey: “What will we do differently *this week*?”

Follow-Through

- **Leadership Focus Check-Ins**

Structured peer or team-based reviews (monthly or quarterly) to assess how well leaders are modeling agreed-upon behaviors and where alignment is drifting. Encourages visibility and real-time course correction.

- **CLIMB Reminder Videos (2–4 min)**

Periodic short videos delivered post-session to reinforce core ideas (e.g., how to run a peer accountability huddle, when to push decisions down, or how to challenge without blame). Designed for easy sharing and team discussion.

- **Progress Reviews & Recalibration Sessions**

Optional facilitated check-ins every 60–90 days to evaluate what’s working, where resistance is re-emerging, and how to evolve team habits to stay aligned with the desired culture.