



# I A M P o w e r f u l <sup>TM</sup>

## TRAINING CATALOG

Choosing the right Leadership Development is a big decision.  
We've made it easy.

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Schedule a Leadership Gap Session at [info@powerintegrationcenter.com](mailto:info@powerintegrationcenter.com),  
or Speak to one of our Leadership Consultants at **702-763-7873**.

# Power Centered Leadership™

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Innovative leadership development based on the 4 Principles of Power™ that consistently drives profit, performance, and progressive culture.

Download the Four Principles at [www.PowerIntegrationCenter.com](http://www.PowerIntegrationCenter.com)

When your leadership is infused with the **Four Principles of Power™** you close the performance gap and produce cultures people want to work in, brands people want to buy from, and profitable businesses shareholders invest in.

**Power Centered Leaders™** make high quality decisions, effectively problem-solve, are innovative and intuitive, navigate complexity amidst diverse interpersonal relationships, all while being confident, and adaptable, in the face of rapid change. They are robust and flexible, with strategic agility, command presence that inspires, and the skills that produce consistent results when they matter most.

## **BUT 81% OF COMPANIES STRUGGLE .....**

**With a dirty little secret no one wants to talk about :**

The kind of leadership that creates costly, time consuming, and inconsistent results negatively impacting customers, team members, and bottom lines. The kind of leadership that lacks strategic agility, effective decision making, and interpersonal skills that drive consistently, high performance teams.



Under intense pressure, in the most complex situations, we will think, behave, and emote in self-sabotaging ways that leave MOST leaders frozen, frustrated, and frantic at the most critical times in business.

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Science proves that our brains are hard-wired to protect, before we produce.

We are socialized, trained, and wired to contract, constrict, and control in the face of perceived danger, or stress, rather than lean in, open up, leverage, and embrace.

We are wired to control. We are socialized to control. We are taught to control.



**BUT, those hard-wired, control based responses cost businesses billions of dollars a year.**

Even in everyday situations, when the brain perceives challenge, change, or chaos, or the body feels even the slightest levels of stress – it leaps in to protect. In today’s complex, rapidly changing, highly diverse business environment, this happens constantly in the 4.5 hours of interactions we have, and the 35,000 decisions we make a day.

**95% of that control-based response is done unconsciously, within seconds.**

**In business that is costly and ineffective.**

**It creates:**

- 1 Strategic missteps that reduce market competitiveness
- 2 High turn-over, and disengagement
- 3 Costly legal cases
- 4 Public relations issues that reduce brand value and consumer trust
- 5 Complicated problems that cost time, money, and motivation
- 6 Inefficient systems that aren’t scalable or sustainable
- 7 Poor performance and inconsistent results with low profit margins

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## THE GOOD NEWS

You can rewire your brain, behaviors, and emotions to respond to ambiguity, complexity, and stress with power centered approaches that produce, over control centered responses that protect. You can learn to make high quality decisions that innovate, strategically problem solve when it matters most, and build authentic relationships that produce consistent results that are enjoyable in the process.

## YOU ARE NOT ALONE

Executives from these companies, and many others, are revolutionizing the way they lead with **Power Centered Leadership™** and the **Four Principles of Power™**.



TIFFANY & CO.



# The Paradox of Power™

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Few people know that the mechanism in our brains responsible for ambition and drive, also hijacks judgement, especially when pressure is tense, and stakes are high; causing people to experience false results. We call this the **Paradox of Power™**.

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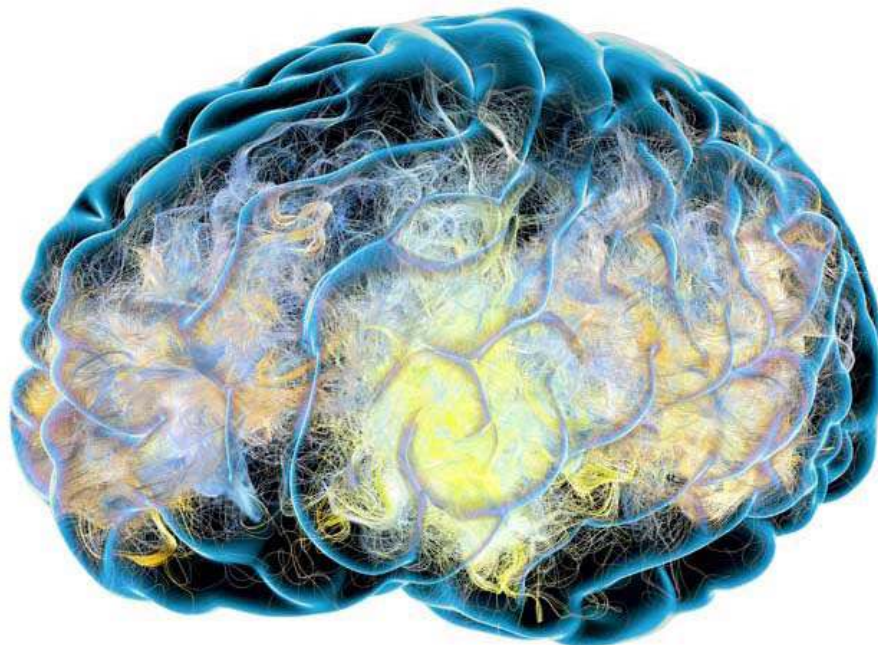
**If your leaders are operating without knowing how the Paradox of Power impacts the team, the customer, and the bottom line, then the results you do see, may not last, and are certainly coming at a cost you don't need to pay.**

## **Arguably the most costly dynamic in business today.**

The Paradox of Power™ occurs when leaders respond to a perceived threat, or drive for high performance outcomes, with control centered approaches, hoping for power centered results. A leader may view a potential “threat”, often experienced as stress, during a change the leader wasn't prepared for, when a new team member or leader joins the team, during an economic or market shift, when expectations rise, companies grow rapidly, budgets shift, customers get irate or large accounts drop, with difficult team members, or when egos get bruised.

This creates false positives, inconsistencies, and results that can't be replicated or scaled, in relationships that aren't authentic, passionate, or productive.

Control Centered leaders make costly decisions, lack critical thinking when it's most valuable, and rather than solve problems, aggravate the problem, often leading to costly law suits. This drains the company of innovation, competitive advantages, profit margins, and highly engaged, passionate cultures.



**Worse yet**, it's incredibly subtle most of the time, wrapped in traditional methods, and widespread socialization, **until you experience the outcomes**.

When leaders, in these subtle moments, most need to lean in, open up, embrace, and leverage, they instead freeze, shut down, get rigid, and control, and so do their team, customers, and shareholders in response; creating a costly ripple effect for everyone. For example, we're taught to set expectations with the team, that's actually a control based approach, rather than cultivate agreements, which is a power centered approach. These control centered approaches become automatic, natural, and inherently responsive for leaders. You are likely doing it, and don't even realize it. Eventually, it chokes the life out of results and relationships, and produces limitation, destruction, and mediocrity at best.

## **Power Centered Leadership™, on the other hand:**

Is the ability to strategically lean in, engage, open up, and leverage people and environments, regardless of external factors, in order to create the consistent results, high quality relationships, and deeply palpable experiences that produce profits, performance, and progressive cultures.

Current leadership development programs cultivate valuable skills and knowledge, but don't cultivate the strategic agility needed to respond in these high-pressure moments, under diverse circumstances, when decisions matter most, relationships are critical, and results are nonnegotiable.

Today's rapid, global marketplace requires strategic leaders who are robust, versatile, and intentionally strategic. To accomplish this, leadership development must shift how a leader solves problems, over comes challenges, makes decisions, navigates change, produces results, and engages in relationships – IN THE MOMENT – under pressure, and when stakes are high.

To cultivate these leaders in your organization contact our leadership development consultants and experience the Power Centered difference in your business TODAY.



# RESULTS MATTER

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Companies with Power Centered Leadership produce the following consistent results:

## Higher Retention

People leave people, not companies, costing on average \$3,400 per entry level employee, and \$8,000 per mid-level manager.

**Our clients experience 25-50% improvements in retention in the first 12 months; saving one global client \$2.1M in annual turn-over costs in just 15 months.**

## Higher Productivity

The average organization forfeits over \$1MM per year in untapped potential.

**Our clients improve key performance indicators by 2-10X in under 6 months resulting in up to \$70MM added to the bottom line for one technology client.**

## Higher Revenue, Profits, and Margins

Companies with confident leaders who made better decisions, problem solve effectively and have collaborative, emotionally intelligent styles have higher profits and more stable profit over time.

**Our clients have seen 800-1400% improvements in revenues, profits, and margins in 12-24 months.**

## Higher Engagement

Companies with high team member engagement have 2.5X more revenues than those with low engagement.

**Our clients have double the engagement scores of their competition.**



## Progressive Culture

Cultures with a high learning agility and social flexibility score are linked to 25% higher profit margins.

**Our clients experience across the board increases in culture scores to the tune of 75 pts. within 1 year.**

## Better Customer Experience

Companies with better customer experience scores had 60% higher engagement in their companies.

**Our clients improved their customer experience scores by 25 pts. in just 3 months.**

## Reduction in Grievances

It costs an employer on average \$9,168 to handle a personal grievance, with those that go to lawsuits averaging \$160,000 to defend.

**Our clients reduced their grievances by 32% with an average savings of over \$250,000 annually.**

# Results When They Matter

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When leaders are backed against a wall, dealing with challenging situations, team members or customers, when they are required to perform, or have targets set high, they will auto-respond from rote perspectives, emotion, behavior, and beliefs. This is often based on control mechanisms that are not effective at producing results, empowering cultures, and positive customer experiences.

Power Centered Companies naturally, and authentically, respond during these times from a conscious, connected, and strategically integrated center of broad perspective, grounded emotion, strategic behavior, intentional action, and mutual connection.

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**Put your leaders through our 5 day Power Challenge  
and Experience the Immediate Impact at**

[www.PowerIntegrationCenter.com/PowerChallenge](http://www.PowerIntegrationCenter.com/PowerChallenge)

# TESTIMONIALS

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## Program Participants Share Their Experiences

"We've seen amazing results. Whatever your organization may be looking for, they can deliver! Everything about them is real. It will touch your team. It will touch your organization in a way that you'll look back the next day, and know you're just not the same. The one thing I do want to tell you is that you will call them back!"

**MARIA SARNO, EVP Hilton Grand Vacations**

"The Power Integration Center is a valuable asset I have turned to with each of our properties over several years, garnering world class results each time. I know I can count on the team executing the results I asked for. They achieved extraordinary results in one of our toughest properties in the country!"

**CHRIS NAJBICZ, former EVP of Warner Gaming, current EVP of Hospitality Caesars Entertainment**

"She helped us create a better operation in the end!"

**JAMES MAYFIELD, Board Member, Sun City Anthem**

"They turned our existing service scores to the tune of 10-25pt increases in less than 6 months and a solid organizational leadership foundation to build upon, grow, and sustain. I brought them back in two more organizations I led!"

**ROBERT SILVERANG, EVP of Human Resources, Inn of the Mountain Gods**

"Her keynote was just what we were looking for at the NBA Professional Mother's Association."

**CATHY WATSON, Event Coordinator and Mother, NBA Mother's Association**

"Thank you for your amazing keynote. Once again, you've inspired our women to engage in the power of who they are!"

**CITY OF LAS VEGAS, Annual Women's Conference**

"These principles have been the difference in launching two of our companies! The results were phenomenal!"

**BEIFA SOMDA, CEO, Snagg.io**

"I became a better leader as a result of this work!"

**NGHIA NGUYEN, Creative Director, GeoTraq**

"This program gives us the freedom to truly manage our team members, and make sure we're all in alignment with each other!"

"I now love finding positive strengths where you least expect them!"

"This program gave me meaningful and useful language to get positive results."

"This is something I will use everyday."

"I love it. I have already been able to get agreements with team members. The deliverables were clear, the commitment was 2-way, and there is a timeline with which we will measure. Thank you so much. My team will never be the same."

"I love that our team is now on one clear, consistent path."

"Its so easy to use. Best management tool I've gained!"



# Product Overview



We provide the following Leadership programs to develop Power Centered Leaders in your organization. The kind that people love to work for, customers love to buy from, and shareholders love to invest in.

## **I AM Powerful™ p. 11**

**Mastering Your Responses in the Face of Challenge, Change, and Complexity**

Make high quality decisions, effectively problem-solve, be innovative and intuitive, navigate complexity amidst diverse interpersonal relationships, all while being confident, and adaptable, in the face of rapid change. Our most robust leadership program, I AM Powerful™ cultivates strategic leaders, with strong interpersonal skills, who make high quality decisions in complex situations and create consistent results where they matter most!

***For All Team Members***

## **Agreement Based Accountability™ p. 16**

**Create a Fully Engaged, High-Performance Team**

Drive budgets, timelines, and bottom lines through powerful relationships that passionately produce. Ditch the draining experience of complacent team members who don't deliver quality results, on time, on budget, and without your constant supervision, direction, or motivation. Instead, turn compliance, and poor performance, into passionate commitment, and innovative creativity, through authentic agreements that drive consistent high -performance results from highly engaged, self-responsible leaders.

***For Leadership***

## **Strengths Based Leadership™ p. 20**

**How to Lead Challenging, Confrontational, or Diverse Team Members**

Turn your most difficult team members into your greatest assets. Strengths Based Leaders turn obstacles into opportunities, and challenges into strengths. They are able to redirect the difficult behaviors of your most challenging team members into focused assets, achieving results you all agree on. Strengths Based Leaders limit disruptions, risk, and potential law suits, while driving production, engagement, and positive, healthy teams, cultures, and results.

***For Leadership***

## **Courageous Communication™ p. 24**

**How to Have Game-Changing Conversations in High-Stakes Situations**

Foster strong, healthy and courageous communication when it matters most in sales, service, and everyday business. Courageous, power centered leaders™ have the capacity to communicate in pivotal moments - when risks are complicated, personalities are complex, and results are crucial; when quality interpersonal relationships with direct reports, peers, leaders, and customers are necessary to drive consistent results and high quality relationships.

***For All Team Members***

# THE POWER CENTERED DIFFERENCE

All of our programs have a progressive, innovative, and unique delivery method that makes our results sticky, and the relationships they produce powerful. Traditional leadership development can be costly, time consuming, and siloed in their approach, yielding shaky, inconsistent results that don't stick, and are hard to measure.

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## What's the Answer?

Integrative leadership development delivered in a scenario-centric, experiential format, the way real business occurs. This relevant delivery style creates mastery, confidence, and wisdom in the most complex situations and relationships. We:

- 1 Rewire brains based on evidence based science
- 2 Transform emotions and relationships for lasting impact
- 3 Create paradigm shifting changes in perspective and approach
- 4 Cultivate skill mastery through constant practice, and in-the-moment parallel processing

## Integrative Development

Our Power Centered Leadership™ programs are an integrative style of leadership and human development based on the five core human development plane integrated into one multidimensional learning environment. It creates an intentional learning environment that approaches - How we emote. How we behave. How we do things - our skills. How we lead ourselves and others. How we see and relate: our perspective, our self-esteem, our self-efficacy, and our connections. All integrated into one simultaneous experience, the way it actually occurs in business and life, producing astounding results that stick when it matters most. We replicate complexity, ambiguity, and pressure in the class room. We then intentionally trigger auto-responses so leaders can recognize them, identify them, and create lasting transformation.

## The Five Critical Planes of Human Development™

- 1 Social Emotional Learning
- 2 Self-Behavior Management
- 3 Life Skills (17)
- 4 Leadership Competencies (23)
- 5 Transpersonal Development

## The RESULTS

Our research shows that this scientific, evidence-based approach creates Power Centered leaders who perform under pressure, feel confident in complex, rapidly changing environments, and remain calm amongst difficult situations, circumstances, and people. They create consistent high performance results, in teams with high levels of trust, engagement, and confidence, using innovative approaches to business and culture.

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## Book a Quick Bite Experience of our Training Difference TODAY

Designed to give your organization, and key decision makers, a Quick Bite of our programs, we've designed a 2-hour session that covers one key element from at least 3 of our 4 programs.

Schedule a Quick Bite through [info@powerintegrationcenter.com](mailto:info@powerintegrationcenter.com), or speak to one of our leadership consultants at 702-763-7873 and experience the Power Centered difference today.



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**I AM POWERFUL™**



# The Programs

## I A M P o w e r f u l ™

### Strategic Comprehensive Leadership

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Robust leadership development creating strategic, power centered leaders that are strong in 23 leadership competencies, across 5 planes of human development.

### What is the I AM Powerful™ Training?

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Our I AM Powerful™ flagship program turns mediocre management into extraordinary leadership in one comprehensive program. This 2-day robust leadership program covers 23 core leadership competencies, 17 life skills, social emotional intelligence, self-behavior management, and the **Four Principles of Power™**.

Great for all levels of leadership, this program has the best ROI in the industry, leaving you strategic leaders who make high quality decisions, effectively problem solve, produce consistent results you can measure, and cultures you can feel.

### What is Power Centered Leadership™?

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Power Centered Leadership™ is the ability to strategically lean in, engage, open up, and leverage people and environments, regardless of external factors, in order to create the consistent, high quality, and deeply palpable outcomes and experiences one desires. It is a progressive style of leadership based on the **Four Principles of Power™**. Power Centered Leaders™ leverage advanced interpersonal skills, high-level critical thinking, elevated emotional intelligence, strategic problem solving, and conscious decision making, to guide the organization, and all it touches, from brand to customer, team member, and culture.

Who is  
**I A M P o w e r f u l ™**  
designed for?

### EVERY LEVEL OF LEADER.

#### CASE STUDY

Hilton Grand Vacations put their top executives through the program. Then their top 50 leaders through all of our programs. Then all 300 regional team members through **I AM Powerful™**.

Finally, they required all new hires to take our programs within the first year of employment. In fact, they had the first certified corporate instructors because of the deep, vast, and versatile impacts this program had in their leadership culture, and business outcomes.

**I AM Powerful™ is best implemented from the top down, and embedded into organizational culture for lasting, organically self-perpetuating results.**

# I AM Powerful™

Robust Leadership Development based on the Four Principles of Power™ and Power Centered Leadership™

## Turn Mediocre Management into **EXTRAORDINARY LEADERSHIP**

The kind that creates cultures people want to work for, brands customers love to buy from, and profitable businesses shareholders invest in.



Our top leaders need to make high quality decisions, effectively problem-solve, be innovative and intuitive, navigate complexity amidst diverse interpersonal relationships, all while being confident, and adaptable, in the face of rapid change.

***However, today's leaders shut down, and react to complexity or ambiguity from our brains auto-response control based mechanisms 95% of the time.***

**In these moments leaders tend to:**

- 1 Make poor decisions.
- 2 Freeze in the face of complexity.
- 3 Anchor to the known, rather than strategically innovate.
- 4 Blow up relationships, rather than deepen them.
- 5 Expound problems, and increase legal risk, rather than solve problems, diffuse conflict, and mitigate threats.
- 6 Avoid what's in front of them, rather than tackle head-on the diverse challenges, difficult people, and often divergent agendas they face.
- 7 Constrict, contract, shut down, or attack, rather than leverage the skills necessary to enhance performance and produce consistently by leaning in, opening up, leveraging, and embracing what's in front of them.



This makes their results inconsistent, unintentional, and based on unconscious competencies when they do occur; which means results are hard to replicate, or scale. In the worst cases leaders create critical market mistakes, reduced margins, and induce costly lawsuits

### **In business that is costly and ineffective.**

**It creates:**

- 1 Strategic missteps that reduce market competitiveness
- 2 High turn-over, and disengagement
- 3 Costly legal cases
- 4 Public relations issues that reduce brand value and consumer trust
- 5 Complicated problems that cost time, money, and motivation
- 6 Inefficient systems that aren't scalable or sustainable
- 7 Poor performance and inconsistent results with low profit margins

### **The Solution**

**Leaders must move from control centered, brain wired, auto-responses to intentional power centered approaches.** Knowing which principles you are leading from – control or power - is the difference between inconsistency, costly turn over, law suits, and mediocre results, and productivity, engagement, efficiency, and profit.

### **I AM Powerful™**

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Power Centered leaders strategically lean in, engage, open up, and leverage people and environments, regardless of external factors, in order to create the consistent results high quality relationships, and deeply palpable experiences one desires.

**In this training** rewire your brain, behaviors, and emotions to respond to ambiguity, complexity, and stress with power centered approaches that produce, over control centered responses that protect. Make high quality decisions that innovate, strategically problem solve when it matters most, think critically in the moment amidst rapid fire change, and build authentic relationships that produce high quality, consistent results that are enjoyable in the process.



## IN TWO DAYS:

Learn to lead from a place of authentic power that produces lasting, meaningful results that matter, rather than unintentionally lead from a place of control that drains people, resources, and profits.

### **You'll:**

- Find the patterns beneath apparent chaos and leverage them to produce consistent results
- Tap into hidden potential that drives limitless outcomes
- Develop diverse adaptability, and begin to learn on the fly
- Calmly and consciously respond to change building confidence and trust in your team
- Address complexity with effective strategy, and balanced approaches
- Think critically in the moment, transforming it into an opportunity to amplify
- Make effective decisions in difficult times
- Develop authentic relationships that produce passionately, communicate effectively, and bring out the best in everyone
- Learn how to lean in, open up, embrace, and engage regardless of external factors
- Learn to be present, take ownership, operate from a place of inherent equality, and make powerful choices in the face of challenges, and under great pressure.

**Increase Productivity**

**Drive Strategic Agility**

**Enhance Engagement**

**Improve Deadlines, Budgets, and Measurable Outcomes that Matter**

**Improve Loyalty, Team Work, and Commitment**

**Improve Turn Over and Increase Retention**

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## Signature Power Integration Center Training

This two day program follows our signature training approach combining critical thinking, skill mastery, and relevant personal transformation for long term measurable results, when they matter most. We process our way to success, in real life, relevant situations occurring in your business and teams right now! We help you fix the things that matter, and produce results that stick.

*All programs of the Power Integration Center™ are aligned with the 4 Principles of Power™ and the core philosophy of power centered leadership™.*



# AGREEMENT BASED ACCOUNTABILITY™







A step-by-step, agreement-based approach to creating effective accountability that drives performance, execution, and measurable results.

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## What is Agreement Based Accountability™?

Agreement based accountability™ is a specific method of holding team members accountable through strategic agreements. It's simple and easy. But it takes discipline, skill, and a structured series of steps. It's designed to turn compliance – that doesn't actually produce results – into commitment. Those agreements that have real passion behind them, and produce meaningful results when they matter most. If you have a yes, without a strategic agreement, don't bank on the timeline, or the outcome.

## What is Agreement Based Accountability™ Training?

Standard accountability can actually decrease your results over time, and done wrong, can even create toxic cultures. You may see a bump in results, but those results will be mediocre, most certainly inconsistent, and ultimately unsustainable, because they were built on compliance, over authentic commitment, passion, and personal choice. Turn Compliance into Commitment driving deadlines, and bottom lines, with this 1-day program on Agreement Based Accountability.

## Who is Agreement Based Accountability™ designed for?

- Anyone in management who has team members that report to them.
- Individual team members who need to get reliable commitments from vendors, customers, partners, or peers through project management.



# AGREEMENT BASED ACCOUNTABILITY™

## Create a Fully Engaged, High-Performance Team

The most consistent thing we fix in \$100MM turn arounds...

That help companies 2-10x their growth in 6-24 months...

The one thing that has the biggest impact...



**Is increasing accountability, BUT not just any accountability:**

## AGREEMENT BASED ACCOUNTABILITY™

Do you know that standard accountability can actually decrease your results over time, and done wrong can even create toxic cultures? Not only is ineffective accountability the most costly part of business, it consistently leads to disengagement, and high turn over. You may see a bump in results, feeling great for a minute, but those results will be mediocre, most certainly inconsistent, and ultimately unsustainable, because they were built on compliance, over authentic commitment, passion, and choice.

Agreements are the foundation of effective accountability that produces consistently high results, from self-responsible team members. **In this training** ditch the draining experience of complacent team members who don't deliver quality results, on time, on budget, and without your constant supervision, direction, or motivation.

Instead, turn compliance, and poor performance, into passionate commitment, and innovative creativity, through authentic agreements that drive consistent high -performance results from highly engaged, self-responsible leaders. There is deep value in your team you aren't accessing.



## IN ONE DAY:

Learn how to create lasting commitment, authentic engagement, and self-motivated, personally accountable teams, that produce epic results.

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### There is deep value in your team you aren't accessing.

- How do you get to it?
- How do you ensure production remains steadily high, and constantly growing?
- How do you engage disengaged team members, without having to constantly keep your "thumb" on them to produce?
- How do you make sure team members deliver on deadline, on budget, and on target?
- How do you access hidden talent, innovation, and passion in your team?

### With Agreement Based Accountability You'll:

- Foster extraordinary levels of natural engagement, loyalty, and commitment.
- Drive high quality outcomes within budget, on deadline.
- Know how to identify compliance over commitment, and turn it around quickly.
- Create consistent outcomes that you all agree on, and are fully committed to.
- See confident execution, and better communication amongst the team.
- Align personal and company values, as well as vision, creating a tighter team, with deeper clarity and commitment.
- Build authentic relationships based on trust, respect, and partnership.
- Unleash innovation, creativity, and advanced problem solving on your toughest road blocks.

### Increase Productivity and Profits

### Enhance Engagement

### Improve Deadlines, Budgets, and Measurable Outcomes that Matter

### Improve Loyalty, Team Work, and Commitment

### Improve Turn Over and Increase Retention



# STRENGTHS BASED LEADERSHIP





## Drive Performance, Conflict Resolution & Behavior Change with Your Most Difficult People

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A simple method for pulling out the best in any team member, resolving conflict as it arises, and turning challenging behaviors into assets for top performance, engagement, and long-term commitment.

### What is Strengths Based Leadership?

Strengths Based Leadership is a form of behavior management that turns difficult people, and challenging situations, into assets by leveraging a team member's strengths. It shows leaders how to make deposits in relational bank accounts, create clear, safe environments that bring out the best in others, even in the worst of times, and ultimately turn around those that seem to be veering 'off track'. It helps leaders resolve conflict, and perform quick turn arounds, when things go south with a team member reducing your risk improving performance.

### What is Strengths Based Leadership Training?

Turn your most challenging team members into your greatest asset, on the spot! Learn how to manage difficult human behavior behavior, and effectively redirect it, to produce the measurable results you desire, reducing challenging distractions, redirect difficult people, or lawsuits. Gain tools anyone can use in 5 minutes or less, in the middle of business, to reduce those distractions, and re-engage troublesome team members for improved productivity.

### Who is Strengths Based Leadership designed for?

- Anyone in management who has team members that report to them.
- Individual team members on teams that are struggling to connect, stay focused, or positively leverage each other's strengths. When done in this format the program is custom and performed as a team building event.



# STRENGTHS BASED LEADERSHIP

## How to Lead Challenging, Confrontational, or Diverse Team Members

Redirect your most difficult team members, the:

- **Frequent Flyer**
- **Heckler**
- **Combative**
- **Inconsistent**
- **Disruptor**
- **Disengaged**
- **Irresponsible**

Into passionate, engaged, and highly productive contributors.

### Sound like any one you've had to manage?

No leader gets through their career without learning how to manage human behavior. Every leader must effectively redirect people in order to produce great results, and reduce challenging distractions, or lawsuits.

This training gives every manager the tools they need to turn challenging team members into their greatest assets, on the spot. We provide tools anyone can use in 5 minutes or less, in the middle of business, to reduce distractions, resolve conflict, and re-engage team, and re-engage team members for improved productivity.

No one wakes up hoping to cause challenges for others in their day. Still, many team members do cause challenges. Understanding what they need, why there is discord, and what will resolve it turns a mediocre manager into a great leader, and a struggling team into super charged horse power for profits.

Managing the behaviors of difficult people drains leadership, stifles teams, and limits performance. It's one of the most costly, and high risk legal dynamics, companies face today. **In this training** learn how to turn your most challenging team members into your greatest assets.

Chances are your greatest 'trouble' maker is your strongest team member.



## IN ONE DAY:

Learn what Power Centered leaders do to manage those disruptive team members, resolve conflict quickly, and turn the biggest challenges into their greatest opportunities.

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### With Strengths Based Leadership You'll:

- Learn how to identify the strengths in any team member
- Redirect difficult behaviors into high performance commitments
- Communicate with difficult people in challenging times
- Diffuse heated situations and reduce legal liability
- Build trust and safety in toxic situations
- Build authentic engagement, and leverage the best in your team members
- Ensure all team members are committed to the same outcomes

**Reduce Disruption and Minimize Lawsuits**

**Increase Productivity and Profits**

**Enhance Engagement**

**Improve Loyalty, Team Work and Commitment**

**Improve Turn Over and Increase Retention**

**Build Strong Teams**

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## Signature Power Integration Center™ Training

This one day program follows our signature training approach combining critical thinking, skill mastery, and relevant personal transformation for long term measurable results, when they matter most. We process our way to success, in real life, relevant situations occurring in your business and teams right now! We help you fix the things that matter, and produce results that stick. All programs of the Power Integration Center™ are aligned with the 4 Principles of Power™ and the core philosophy of power centered leadership™.



# COURAGEOUS COMMUNICATION™







## **Courageous Communication™**

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A step-by-step process for having tough conversations in pivotal moments, and leveraging effective communication strategies in sales, service, and everyday business that drive consistent results, and powerful relationships.

### **Why Courageous Communication™?**

Today's complex and highly diverse work environments have left companies grappling with costly law suits, and leaders who shut down, freeze, or simply respond without compassion, or courage at pivotal times

Seemingly small communication errors, end up in costly law suits, disengaged teams with little trust, and performance, market share, brands, service, and profits that are shrinking, rather than growing.

Leaders aren't always sure what to say, to whom, and how to deliver critical messages that drive engagement, production, or effective service to team members and customers.

### **What is Courageous Communication™?**

The ability to step up to the plate and communicate effectively and strategically to a diverse audience, in rapidly changing environments takes courage.

Power Centered leaders™ and team members learn seven critical steps, and a strategic approach, to communication in any situation. Perfect for any team member, critical in every aspect of business, participants learn to navigate challenges, produce results, close a deal, provide world-class service, or anchor agreements for improved productivity, meaningful, authentic relationships, and intentionally positive experiences with customers, partners, and team members.

### **Who is Courageous Communication™ designed for?**

■ All team members.



# DRIVE POWERFUL COMMUNICATION AT ALL LEVELS

## How to Have Game-Changing Conversations In High-Stakes Situations

The courage and capacity to have pivotal conversations are the difference between high performing, highly engaged teams, with low legal risk, and those that are inconsistent, complacent, and wrought with legal costs, and draining profits.

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Learn the seven simple steps of Courageous Communication™ that closes deals, engages customers, and creates efficient, effective, and healthy results in every aspect of business.

**Courageous Communication™ can turn around any business, team, or team member - instantly.**



## IN ONE DAY:

Foster the courage and capacity to communicate in pivotal moments - when risks are complicated, personalities are complex, and results are crucial; when quality interpersonal relationships with direct reports, peers, leaders, and customers are necessary to drive consistent results and high quality relationships.

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### With Courageous Conversations You'll:

- Learn to actively listen and effectively ask questions to clarify
- Secure mutual agreements and create alignment
- Nail down follow up and be compassionately assertive
- Create the right kind of impact, and influence in 360 degrees
- Learn strategies for communicating with diverse people, and different styles
- Communicate clearly and concisely, especially under pressure
- Have courageous conversations under pressure, in complex settings, when emotions are high
- Learn when to have pivotal conversations that impact the bottom line
- Learn to identify the REAL heart of the issue and focus on authentic engagement that lasts
- Solve the right problems quickly and effectively; the ones that reduce legal risk, and produce the highest outcomes.
- Build command presence, and foster trust that enhances your influence
- Communicate challenging messages with competency that protect the company, the team member, and YOU.

**Increase Productivity and Profits**

**Reduce Disruption**

**Enhance Engagement**

**Improve Loyalty, Team Work, and Commitment**

**Improve Turnover and Increase Retention**

**Build Strong Teams**

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## Signature Power Integration Center™ Training

This one day program follows our signature training approach combining critical thinking, skill mastery, and relevant personal transformation for long term measurable results, when they matter most. We process our way to success, in real life, relevant situations occurring in your business and teams right now! We help you fix the things that matter, and produce results that stick. All programs of the Power Integration Center™ are aligned with the 4 Principles of Power™ and the core philosophy of power centered leadership™.

# Delivery Formats

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## Public Seminar

Your team members attend a live public seminar with team members from several companies. This is facilitated live by one of our master trainers.



## Asynchronistic Online

This format provides access to our online platform and university where team members can complete the programs at their pace. This is facilitated via video by one of our master trainers.



## Custom Seminar

Your team members attend a live seminar for your company only. This is facilitated live by one of our master trainers.

Most of our programs are experiential, still offering weekly or monthly access to live group coaching or master minds for enhanced results.



## Live Online

This can be public or custom, but is done via a virtual platform where team members from around the world can attend a live training. This is facilitated live by one of our master trainers.



## Power Circles

These are structured masterminds. They can be public or custom. Leaders engage with peers, at a similar level, to develop professionally. They are delivered in a live online format at scheduled times at scheduled times, weekly or monthly.



## CERTIFICATION

We offer certification, or train-the-trainer, options for each of our four programs. Certified trainers, embedded in your organization, not only has the best ROI, but also ensures ongoing integration of program principles into all facets of your business, and culture, for maximum results.

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### Simple & Easy

Become a master trainer taking your profession, and company, to the next level. This master certification will ensure you not only effectively deliver our programs, but deepen your ability to lead from a place of authentic power; helping other leaders consistently produce lasting, meaningful results that matter. The certification process is simple and easy:

- 1 Complete the leadership program as a participant.
- 2 Attend a live certification workshop.
- 3 Commit to ongoing development and support.
- 4 Enjoy the professional network of a diverse group of master trainers.

### Comprehensive, Ongoing Support

Our certified trainers receive ongoing support and training year-round through live masterminds, facilitator support circles, ongoing asynchronistic training, and prep/debrief tools for each module of every training!

### Tools for Research and Continuous Improvement Methodologies

As a research-based company, focused on producing measurable results, we provide practical tools and dynamic resources to certified trainers so they can measure effectiveness, contribute to and perform research, and continually improve programs for their organizations.

### WHAT YOU GET:

- **Master Certification** and next level professional development.
- **Facilitator Guide** and program tools.
- **Access to a Co-Branded University platform**, powered by the Power Integration Center content, wrapped in your brand and company culture.
- **Culture tools** to embed program principals into your organizational culture, and maximize results.
- **Access to the Master Trainer Platform:** direct links to a vast network of professionals, master minds, support circles, ongoing training and professional support, scenarios, tools and resources to be the best you can be!

# Our Approach is Innovative

Why do we get such extraordinary results over and over again?

**We do things differently!** Our scientific evidence-based sequencing in **I AM Powerful™**, and our innovative approach across the board, make a real difference.

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## CORE Based Leadership Development

Real results are determined by how we overcome challenges, navigate change, make decisions, produce results, and engage in relationships. How we do these things produces every result we experience. This is the **CORE**. Affect these things, and you affect everything! All of our leadership development focuses on mastery in these core strategic areas which ensures you get consistently exponential results, across the board, in diverse, adaptable leaders that can strategically respond in the moment.

## Integrative Development

We integrate the **5 core human development planes** into one multi-dimensional learning environment. This creates an intentional learning environment that approaches – How we emote, How we behave, How we execute our skills, How we lead, and How we see and relate, into one simultaneous, integrated experience; the way it actually occurs in business and life. It produces astounding results that stick when it matters most!

## Process Learning

Process learning is a very vibrant approach to mastering a combination of knowledge, skills, personal transformation, and self-efficacy in real life, relevant, and live scenarios. This style of training ensures that you experience the method, while learning the method. Unlike traditional classroom formats, this form of development ensures that learning is relevant, versatile, and lasting. It makes training feel custom designed for the participant, 'as if' speaking directly to them, and their problems. It produces highly adaptable, strategic leaders who can execute when they leave the class room, when it matters most in business.

## Scenario-Centric & Experiential

We deliver development in a scenario-centric, experiential format, the way real business actually occurs. This creates mastery, confidence, and wisdom. The kind that can innovate on the fly, respond to business and relationships as they occur, and drive meaningful, lasting results that can be measured. These are the leaders we all want!

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Current leadership development programs cultivate valuable skills and knowledge, but don't cultivate strategic agility needed to respond to these high-pressure moments, under diverse circumstances, when decisions matter most, relationships are critical, and results are non-negotiable.

# MAKING A DECISION

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## Drive Real Results with | the Best ROI | Custom Designed | for Your Organization

Choosing the right option for your organization can be daunting. Our options are diverse and comprehensive. That's why we are committed to making it EASY. We provide you several opportunities to experience our value, making the decision to move forward with our programs *simple and easy*.

Here are three ways to GET STARTED and design programs that are best for you:

### A Quick Bite

Designed to give your organization, and key decision makers, a Quick Bite of our programs, we've designed a 2-hour session that covers one key element from at least 3 of our 4 programs. You'll walk away with a sense of our approach, how we deliver training, and a first-hand experience of the kinds of skills, and transformation, your leaders will walk away with.

- Schedule a Quick Bite through [info@powerintegrationcenter.com](mailto:info@powerintegrationcenter.com), or speak to one of our leadership consultants at 702-763-7873.
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### A Keynote

Our keynotes focus on providing insight, inspiration, and most of all transformation. Not your typical keynote, our speeches are designed to get your audience into action, evoke emotion, and ensure they experience transformation right then; walking away with a principle for practice. They'll walk out knowing exactly what Power Centered Leadership™ is, how to identify it, and how to turn around Control Centered Leadership that is destroying, costing, and limiting your organization.

- Schedule a Keynote through [info@powerintegrationcenter.com](mailto:info@powerintegrationcenter.com), or speak to one of our leadership consultants at 702-763-7873.
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### Quick Custom Decisions

To help you make quick decisions, ask our leadership consultants for special, limited access, to some of our previously recorded trainings. Or ask for a FREE gap assessment to help you choose the right training schedule for your problems, desired results, and specific set of leaders. We work with all of our clients to custom design a series of programs for specific leaders in their organization, that achieves the highest return companywide.

- Schedule a call through [info@powerintegrationcenter.com](mailto:info@powerintegrationcenter.com), or speak to one of our leadership consultants at 702-763-7873.
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## Our Vision

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### SHIFT THE NATURE OF POWER ON THE PLANET

#### **Bold. We know.**

We are on a mission to shift the nature of power on the entire planet. We believe that starts and ends in leadership. How we lead ourselves, and thus our companies, communities, and families, ultimately defines our experience of power on the planet.

## Who We Are

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### PROGRESSIVE LEADERSHIP DEVELOPMENT

We designed progressive leadership development. The kind that can produce and sustain exponential results; impacting customers, profits, brand, and culture. We've done so on the heels of 23 years of helping companies 2-10x their revenue, profits, and margins in 6-24 months. What started as specific tools, and 4 programs for our clients, has now become a phenomenon. With 10-years of University backed research with UNLV professors, and, and evidence-based programming, we are certain we have a revolution.

## Join the Movement today.

### **Become a Power Centered™ Organization**





# Get Started TODAY

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Here are all the ways you can become a Power Center Leadership™ company.

**SCHEDULE YOUR FREE  
LEADERSHIP GAP  
ASSESSMENT TODAY**

### **SCHEDULE A QUICK BITE**

Experience a 2-hour sample of our programs for your leadership!

### **SCHEDULE A KEYNOTE**

Have one of our master trainers come inspire your team!

**EMAIL** [info@powerintegrationcenter.com](mailto:info@powerintegrationcenter.com) **CALL 702-763-7873**

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### **Custom Experience**

Call one of our leadership consultants and get limited time access to our on-demand programs.

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**Join our email list and get access to videos, tools, and resources you can use in your organization.**

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**Start a 5-Day Power Centered Leadership™ Challenge**

[www.powerintegrationcenter.com/powerchallenge](http://www.powerintegrationcenter.com/powerchallenge)

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**Download the Four Principles of Power™** (as well as other tools and resources) **at**

[www.PowerIntegrationCenter.com/FourPrinciples](http://www.PowerIntegrationCenter.com/FourPrinciples)

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**CONTACT US AT**

info@powerintegrationcenter.com

call **702-763-7873**

**OR VISIT**

Powerintegrationcenter.com

**TO SCHEDULE YOUR TRAINING TODAY!**