



“This is the most significant professional development experience I've had in my career.”  
-Chief Operating Officer

“I so benefited from our Women's Leadership monthly gatherings. The coursework was beyond my dreams in richness and in value. Thank you for weaving pragmatics and tools with meaningful high-level perspectives.”  
-Business Owner



## THE WOMEN'S LEADERSHIP COMMUNITY

Transformational leadership is possible, and we can help you get there. Join our Women's Leadership Community and experience the most innovative leadership development program for women leaders in Montana.

Since 2004, women leaders have found the Women's Leadership Community recognizes and develops a growth mindset that fuels their success. The synergy created in this vibrant learning community enhances each participant's leadership. New tools. New practices. New skills. Wonder if this is for you? Here are a few of the reasons you'll want to join us:

- You want to transform your good leadership to great leadership, and need new ideas.
- You want to more effectively leverage the strengths on your team.
- You want to be able to make the shift from working in your business to on your business.
- You want to exude confidence and composure when under pressure.
- You have been selected as a successor to a more senior position and would like to improve your viability for success.
- You have a habit you to want to change, but don't know how.

“Ever since joining the Women's Leadership Community, I am learning so much about myself and others on a daily basis. My feelings of gratitude for this program and the journey we are all on is immense.”  
- General Manager



### OUR INTENTION

The Women's Leadership Community embraces this belief: learning takes place when in community, sharing input from everybody, not just the Program Coach. It's in group coaching that we foster a connection to receive insights and to contribute to each other's leadership and business mastery. It is community in the best sense of the word.

This is a transformational process that ignites your personal effectiveness as a leader because it is application focused and customized to your needs as a business leader.



"It has been the most helpful group I have participated in regarding my ability to provide meaningful leadership at my company."  
-President

"You learn so much about each other and let's face it, women discussing real issues we all experience, leads to incredible discussions. Anyone looking to become better at leading, loving, guiding, and succeeding, do this."  
-Business Owner

"I've learned to trust myself more. I'm the only one holding me back. I'm getting stronger and more confident in my leadership and influence."  
- Business Owner



## OUTCOMES

Through this community of learning, you'll discover new distinctions about leading and influencing. This includes developing your self-awareness so you manage yourself differently and master the following outcomes:

- 13 leadership applications from your Insights Discovery Profile
- Develop your authenticity, the Soul of Leadership
- Build a foundation of EQ, the Heart of Leadership
- Understand and apply the neuro-science behind emotions and behavior
- Learn coaching tips to boost your leadership prowess, the Path of Accountability
- Master how to lead change, the Path of Agile Leadership
- Learn the language of leadership, the Path of Influence

You'll share insights. You'll share experiences. You'll conduct live problem solving and develop long-lasting relationships built on mutual respect and fun.

## PROGRAM COMPONENTS:

### 9 Monthly Sessions

- Month one features one full day, 8:30 a.m.-5:00 p.m., to develop the community of leaders.
- Each of the following eight months features one 6.5-hour session from 9:30 a.m.-4:00 p.m., including lunch
  - During months 2, 4, 6, and 8, learn leadership tools, practices, processes, and skills.
  - During months 3, 5, 7, and 9, discuss your application of the learning in group coaching.
  - The learning covers 5 powerful leadership practices.

### 8 90-minute Partner Meetings

- You and another woman will meet between each monthly session to discuss a homework assignment.
- These 90-minute meetings enable you to continue your dialogue on leadership, discussing the impact of how you have applied what you are learning.
- Partners rotate each month, so you get to work with everyone in the group.

### 2-hour Final Individual Coaching Session

- This is your meeting with the Program Coach to chart a future plan for yourself, using all the skills, practices and tools you have learned.
- This goal setting and action planning coaching session insures your continued development, mapping out how you can sustain success, changes, and insights.

You'll receive over 74 hours of learning, growing, and developing through this unique, peer-to-peer group coaching experience.



"I met strong, wonderful women who showed me that leadership is more about being genuine than being perfect. In a nutshell, it gave depth to my leadership."  
-Director

"I have different conversations with people these days. I allow myself to be real and vulnerable, and find that it creates space for others to be more authentic in their communications. I'm also much more courageous than I used to be."  
-Vice President

"This experience has been one of the most enlightening moments in my career."  
-Director



### IDEAL PARTICIPANTS ARE THOSE WOMEN WHO:

- Are in leadership positions.
- Enjoy learning with a small group of fellow leaders in a community of trust.
- Want to reach a new level of leadership effectiveness and influence.
- Want to find out how they get in their own way unconsciously, and change that.
- Realize they may contribute to the breakdowns and miscommunication that occurs, and are willing to look at themselves to understand how that happens.



### SCHEDULE:

TIMING	WHAT IS COVERED
Session #1: January , 2019 8:30 a.m.-5:00 p.m.	Authenticity and Self-Awareness: The Soul of Authentic Leadership
Session #2: February , 2019 9:30 a.m.-4:00 p.m.	Emotional Fitness Skills: The Heart of Leadership
Session #3: March , 2019 9:30 a.m.-4:00 p.m.	Applications and Group Coaching: The Path of Personal Accountability
Session #4: April , 2019 9:30 a.m.-4:00 p.m.	Language of Leaders: The Path of Influential Leadership
Session #5: May , 2019 9:30 a.m.-4:00 p.m.	Applications and Group Coaching
Session #6: June , 2019 9:30 a.m.-4:00 p.m.	Leading Change: The Path of Agile Leadership
Session #7: July , 2019 9:30 a.m.-4:00 p.m.	Applications and Group Coaching
Session #8: August , 2019 9:30 a.m.-4:00 p.m.	Courageous Action: The Energy of Leadership
Session #9: September, 2019 9:30 a.m.-4:00 p.m.	Applications and Group Coaching
2-hour Individual Final Coaching Session	Develop goals with plans to take you forward and sustain what you have learned





Guaranteed ■ Measurable  
Leadership Growth



## RIS HIGGINS

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*"I love what I do for a living- coaching leaders and their teams, facilitating leadership retreats at our ranch, and guiding insights through coaching intensives where we enhance the experience with nature-based learning. What gets me up in the morning? Working with leaders who are at the top of their game and want to keep learning, or leaders who want to achieve more and don't know what's blocking them from getting there. I help them find out and learn how to act on it."*

Ris Higgins is an executive coach and innovative thought leader who has been working with leaders and their teams for more than 40 years. She joined her husband, Joe, in their coaching company in 1993 to guide leaders in behavioral change through an approach they describe as relevant, inspiring, and profound. Since then, she has accumulated over 6,000 hours of coaching, outfitting her clients with the tools and practices to engage in extraordinary leadership.

Ris's coaching focus is based on real life applications, not theory. She blends her coaching education with her personal experiences as a corporate leader, government manager, author, entrepreneur, and business owner. Clients appreciate her transforming questions that help them capture insights, achieve breakthroughs, add value, and get results. Bottom line—her personal mission is to make a difference. And she does.

Ris works throughout North America with clients which include MillerCoors, Kraft Foods USA and Canada, Capital One, Albertsons, FINRA, Chevron-Texaco, Mosaic Companies, and Heineken USA. She has written a monthly newspaper business column for over 13 years, has co-hosted a monthly radio show on leadership, and produced a documentary on equine facilitated leadership.

Ris received her Bachelor of Science degree from Iowa State University. In 2001, she graduated from a three-year professional development program on Coaching and Leadership offered by the Center for Authentic Leadership in Atlanta. She continued to enhance her coaching career with her graduation from the one-year Ontological Learning Course for experienced coaches offered by Newfield Network in the UK and Washington D.C. In addition, Ris is a Marshall Goldsmith Certified Stakeholder Centered Coach, a member of the International Coach Federation, and a Distributor and Licensed Practitioner of Insights Discovery.

Ris is a former Board President of the Prospera Business Network and currently serves on their Women's Advisory Board for the Montana Women's Business Center in Bozeman, MT, who named her their 2011 Mentor of the Year. In 2012, the SBA named her first runner-up as the Women in Business Champion of the Year, and in 2014, Ris was honored with the Athena Leadership Award for Women in Business.