



"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 2022 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 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
- Build a foundation of EQ
- Understand and apply the neuro-science behind emotions and behavior
- Learn coaching tips to boost your leadership agility
- Master how to lead change
- Learn the language of influential leadership

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:

Nine Monthly Sessions

- Month one features one full day, 8:30 am-5:00 pm, to develop the community of leaders.
- Each of the following eight months features one 6 1/2-hour session from 9:30 am-4:00 pm, including lunch
 - During months 2, 4, 6, 7, and 9, learn leadership tools, practices, processes, and skills.
 - During months 3, 5, and 8, discuss your application of the learning in group coaching.

Eight Monthly 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.

Three-hours of Individual Coaching with Program Coach

- A one-hour just-in-time coaching session to use as you would like during the nine months of the program.
- A two-hour final coaching session to develop goals using all the skills, practices and tools you have learned.

You'll receive over 75 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: September 7, 2022 8:30 a.m.-5:00 p.m.	Authenticity and Self-Awareness: The Soul of Authentic Leadership
Session #2: October 5, 2022 9:30 a.m.-4:00 p.m.	Emotional Fitness Skills: The Heart of Leadership
Session #3: November 2, 2022 9:30 a.m.-4:00 p.m.	Applications and Group Coaching: The Path of Personal Accountability
Session #4: December 7, 2022 9:30 a.m.-4:00 p.m.	Language of Leaders: The Path of Influential Leadership
Session #5: January 4, 2023 9:30 a.m.-4:00 p.m.	Applications and Group Coaching
Session #6: February 1, 2023 9:30 a.m.-4:00 p.m.	Emotional Fitness Skills: The Heart of Leadership
Session #7: March 1, 2023 9:30 a.m.-4:00 p.m.	Leading Change: The Path of Agile Leadership
Session #8: April 5, 2023 9:30 a.m.-4:00 p.m.	Applications and Group Coaching
Session #9: May 10, 2023 9:30 a.m.-4:00 p.m.	Courageous Action: The Energy of Leadership
3-hours of Individual Coaching	<ul style="list-style-type: none"> ■ One-hour just-in-time coaching session ■ Two-hour final coaching session

THE WOMEN'S LEADERSHIP COMMUNITY



"We had such a wonderful time that we couldn't bear to go back to our regular lives, and so we decided we just wouldn't. And then all the greatness began."

-Sadie Nardini

Program Fee: \$3,750

75 hours of leadership development which includes:

- A full day to kick off the Women's Leadership Community, 8:30 am-5:00 pm
- A 6 1/2 -hour session each month, including lunch, for the following eight months, 9:30 am-4:00 pm
- Eight 90-minute Partner Meetings conducted between monthly sessions.



- A two-hour of individual final coaching session upon completion to set goals and create plans.
- A one-hour individual coaching to use as you want during the nine months.
- All materials, books, lunches, and refreshments.

"Leadership and improvement is about taking small steps forward, and evolving just a bit each day. Think evolution, not revolution. Anyone can change one behavior a month, or eliminate one mistake, and suddenly you too can be an overnight success."

-Darryl Rosen

TO REGISTER:

1. Click here: [Sign Me Up](#)
2. Or, email Megan Brummel: Megan@leadership-outfitters.com

The program fee is due and payable at the time of registration. We accept credit cards and personal checks. Group size is limited to nine women, so register now to save your spot!



IF YOU HAVE OTHER QUESTIONS:

Contact Ris Higgins, the Program Coach:

E-mail: ris@leadership-outfitters.com

Office: 406-586-5504 or Cell: 406-581-6159



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"Helping my clients transform their lives has allowed me to witness some amazing leadership evolutions. As a woman leader in a male-dominated industry, I had to learn how to tackle courageous conversations and now work with my executive women clients to do the same. When leaders discover new distinctions about their effectiveness and influence--think new tools, new practices, new insights in self-awareness--it makes a measurable difference in both their professional and personal lives. For those leaders who want to keep growing and generating results, transformational leadership is possible, and I welcome the opportunity to help you get there."

After 14 years at Miller Brewing Company where Ris created the organizational development function, she left to join her husband in their executive coaching company, Leadership Outfitters. Since 1993, they have guided leaders in behavioral change through an approach clients have described as life-altering, inspiring, and profound. Ris has focused her coaching with entrepreneurs, small business leaders, and C-Suite executives.

As an active coach with over 5,000 hours of coaching experience, Ris outfits her clients with the tools and practices to engage in extraordinary leadership, helping already successful leaders create sustainable behavioral change. She is an advanced certified coach in Marshall Goldsmith's Stakeholder Centered Coaching with both individuals and teams.

Ris uses real life applications, not theory, to blend her coaching education with her personal experiences as a corporate leader, government manager, author, and business owner. Clients such as SAB MillerCoors, Capital One, the Mosaic Companies, Kraft Foods USA and Canada, Oracle, Beckman Coulter, and Mystery Ranch appreciate her transforming questions that help capture insights, achieve breakthroughs, add value, and get results. Bottom line—her personal mission is to be a difference maker. And she is.

Ris has written a monthly newspaper business column for over 14 years, and co-hosted a monthly radio show on leadership. She holds a B.S. from Iowa State, and is a graduate of both a three-year Organizational Development Internship on racism and sexism with National Training Labs, as well as a three-year professional development program on Coaching and Leadership offered by the Center for Authentic Leadership. She continued to enhance her coaching career with her graduation from the one-year Ontological Learning Course for experienced coaches offered by Newfield Network. Ris is a member of the International Coach Federation and is a certified Distributor for Insights Discovery.

She is a former Board President of the Prospera Business Network and served for 10 years on their Women's Advisory Board for the Montana Women's Business Center, who named her their 2011 Mentor of the Year and awarded her their Champion of Excellence in 2018. Ris was also honored with the international Athena Leadership Award for Women in Business in 2014. She is the mother of two exceptional sons, two phenomenal daughters-in-law, and a proud grandmother of six.