



"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."

"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."

"I am now able to identify when and why I am not effective with my team, suppliers, and customers. I have learned to use the tools from this program to work through barriers and achieve results."



LEADERSHIP DEVELOPMENT COMMUNITY

Transformational leadership is possible, and we can help you get there. With an in-house Leadership Development Community you and your leaders will experience the most innovative leadership development program for leaders.

Since 2002, Leadership Outfitters has found that Leadership Development Communities recognize and develop a growth mindset in leaders, fueling their success and contributions. The synergy created in this vibrant learning approach enhances each participant's leadership. New tools. New practices. New skills. Wonder if this is for your company's leaders? Here are a few of the reasons to consider:

- You want to transform good leadership to great leadership, and need new ideas.
- You want to more effectively leverage team strengths.
- You want to help your leaders find out how they get in their own way unintentionally so they can change that.
- You want your leaders to feel confident and composed when under pressure.
- You have selected high potentials for more senior positions and want to improve their viability for success.

"I've been approached by people who ask what I've been learning, how they can learn about what I've been doing, and how I can help them with some of their own learning. I feel more in control and empowered, seeings things at work from different perspectives without feeling threatened."

-Senior Director



OUR INTENTION

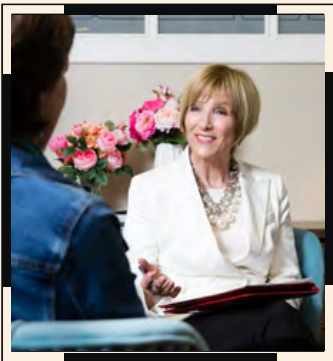
The Leadership Development Community embraces this belief: learning takes place when in a community of peers, sharing input from everyone, not just the program coach. It's in group coaching that we foster connections to receive insights and to contribute to each other's leadership and business mastery. It is a 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.



"Leadership Outfitters' communities are a wonderful blend of self-understanding of others, and practical tools that can be used right away to improve effectiveness. They create a safe space to learn."

"Looking back at where I was and looking at where I am now, the difference in me is unsettling! I have made a shift and it comes from the heart. It's amazing what happens when I take off my lens of judgment and fear, and put on one of curiosity."



OUTCOMES

Through this community of learning, leaders will discover new distinctions about leading and influencing. This includes developing their self-awareness so they manage themselves and their teams more effectively and master the following outcomes:

- Learn 13 leadership applications from their Insights Discovery Profile
- Develop their authenticity
- Build a foundation of emotional fitness skills to better connect and influence
- Understand and apply the neuro-science behind emotions and behavior
- Practice coaching tips to boost leadership agility
- Apply new frameworks for leading change
- Recover from communication break-downs faster and with less drama

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

PROGRAM COMPONENTS

Monthly Sessions	<ul style="list-style-type: none">■ You have two choices for a Leadership Development Community. First, decide if you want to offer it for six or nine months. Second, decide if each month's session will be four hours long or six hours long.■ Month one features one full day, 8:30 am-5:00 pm, to develop the community of leaders.
Monthly 90-minute Partner Meetings	<ul style="list-style-type: none">■ Two participants will meet between each monthly session to discuss a homework assignment.■ These 90-minute meetings enable participants to continue their dialogue on leadership, discussing the impact of how they have applied what they are learning.■ Partners rotate each month, so they'll get to work with everyone in the group.
Two hours of Individual Coaching with the Program Coach	<ul style="list-style-type: none">■ A one-hour just-in-time coaching session to use as you would like during the program.■ A one-hour final coaching session to develop goals taking you forward using all the skills, practices and tools you have learned.

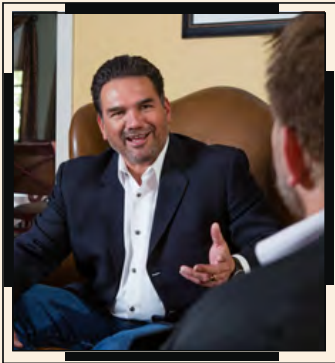
You'll receive up to 72 hours of learning, growth, and development through this unique, peer-to-peer group coaching experience.



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

"It's the most significant leadership development experience I've had in my career."
- Chief Operating Officer

"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 curious than I used to be."
-Vice President



IDEAL PARTICIPANTS ARE THOSE LEADERS 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
- Realize they may contribute to the breakdowns and miscommunications that occur, and are willing to look at themselves to understand how that happens

OPTIONS FOR LEARNING OUTCOMES:

Check the ones you want

<input checked="" type="checkbox"/>	Options
<input type="checkbox"/>	Authenticity and Self-Awareness: <ul style="list-style-type: none">■ Debrief Your Insights Discovery Profile
<input type="checkbox"/>	Emotional Fitness Skills: EQ and The Limited Self <ul style="list-style-type: none">■ Learn the Science Behind Our Behavior■ Explore Your EQ, Your Emotional Intelligence
<input type="checkbox"/>	Applications and Group Coaching: <ul style="list-style-type: none">■ Use Emotions as Information■ Practice the Power of Rephrasing vs. Paraphrasing
<input type="checkbox"/>	Language of Influential Leaders: <ul style="list-style-type: none">■ Understand How You Influence Action and Results■ Learn How to Make Clear Requests and Counter-Offers■ Recover from Communication Break-Downs Faster
<input type="checkbox"/>	Leading Change: <ul style="list-style-type: none">■ Understand How Leadership Guidance Can Impact Productivity■ Manage the Differences Between Change and Transition■ Learn How to Conduct a "Pulse Check" Change Meeting
<input type="checkbox"/>	Applications and Group Coaching: <ul style="list-style-type: none">■ Practice Coaching Tips to Boost your Leadership Agility■ Learn the Gift of Curiosity■ Identify How You Shut Down Conversations
<input type="checkbox"/>	Emotional Fitness Skills: The Core Self <ul style="list-style-type: none">■ Learn How to Show Up as a Centered, Authentic Leader Instead of a Reactive, Disconnected One■ Identify the Powerful Way You Lead and Influence
<input type="checkbox"/>	Courageous Action: <ul style="list-style-type: none">■ Explore How to Pause and Build Resiliency■ Re-Frame Should's to Could's■ Learn How to Make Accountability Clear

LEADERSHIP OUTFITTERS



"Your ability to grow as a leader is based on your ability to grow as a person."

-Jan Smith

PROGRAM FEE DEPENDS ON THE OPTION YOU CHOOSE AND INCLUDES:

- A full day to kick off the Leadership Development Community, 8:30 am-5:00 pm.
- A 4-hour or 6-hour session each month for six or nine months.
- 90-minute Partner Meetings between each monthly session.
- One 1-hour individual coaching session for a just-in time need during the program.
- One 1-hour individual coaching session upon graduation.
- All materials, books, 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 CUSTOMIZE YOUR PROGRAM:

- Contact Ris Higgins or Joe Esparza, the Program Coaches:

E-mail: ris@leadership-outfitters.com

joe@leadership-outfitters.com

OR

Schedule a call with either Program Coach:

Ris - [Click Here](#)

Joe - [Click Here](#)



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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.

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"Sharing Montana with my clients is one of the things that brings me great satisfaction in my work. After acquiring almost two million frequent flyer miles working with my clients across the country, I made it a personal priority to bring more clients to Montana. There is something undeniably powerful about the intense work we do, the magic of spending time in Montana that feeds self-reflection and self-improvement, and most importantly, generates results. I invite you to learn more about me and the results I can generate for you, your team, and your business."

Do you have one behavior that if changed, would make a positive difference in the way you lead?

Successful leaders hire Joe when this one habit or set of habits is getting in the way of their success. He helps high achieving leaders create breakthroughs in personal and team performance. Joe helps his clients change behaviors with a proven process inspired by Marshall Goldsmith, the pre-eminent thought leader in Executive Coaching. 100% of Joe's Stakeholder Centered Coaching clients have achieved measurable improvement and increased effectiveness with their leadership goals.

When Leadership Outfitters hired a marketing company to interview past clients, the phrase clients used most often to describe their experience was "Life Altering." Why? Because clients create behavioral change that is sustainable and recognized by others. For most of his career, Joe has focused on coaching entrepreneurs and corporate leaders. He enjoys living in Montana and sharing it with his clients providing individual and team coaching, and coaching intensives in Bozeman, Montana.

Since 1992, Joe has run a successful coaching company, developing executives in the U.S., Canada, and Mexico. He has strengths in helping leaders change behaviors to better connect, motivate, lead, and inspire their teams. His clients appreciate his straight forward, no-nonsense style. As a Master Certified Coach with over 5,000 hours of coaching experience, Joe focuses on real life application: achieving breakthroughs, getting results, and creating sustainable behavioral change in already successful leaders.

Joe started his career with 7-Eleven, managing 62 stores in Seattle. He continued developing leaders at Miller Brewing Company where he was responsible for the training and development of Miller distributors throughout the U.S., Canada, and Mexico. Joe is not only a veteran of the corporate trenches, he's a natural leader.

Throughout his life, he has held the position of president or vice-president in ten businesses, organizations, and boards of directors. Joe received his Bachelor of Arts degree from Washington State University. In 2001, he graduated from a three-year professional development program on Coaching and Leadership offered by the Center for Authentic Leadership in Atlanta. He is a Master Certified Marshall Goldsmith Stakeholder Centered Coach for both individuals and teams, a member of the International Coach Federation, Licensed Distributor and former Advisory Council Member for Insights Discovery, and former Chairman of the Board of Warriors and Quiet Waters.

Joe enjoys spending time with his family and is a passionate outdoorsman who enjoys hunting, camping, and fly fishing the waters of Montana.

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