

**6-MONTH
PROGRAM**

Executive Think Tank + Peer
Network Community

Executive Inner Circle Group



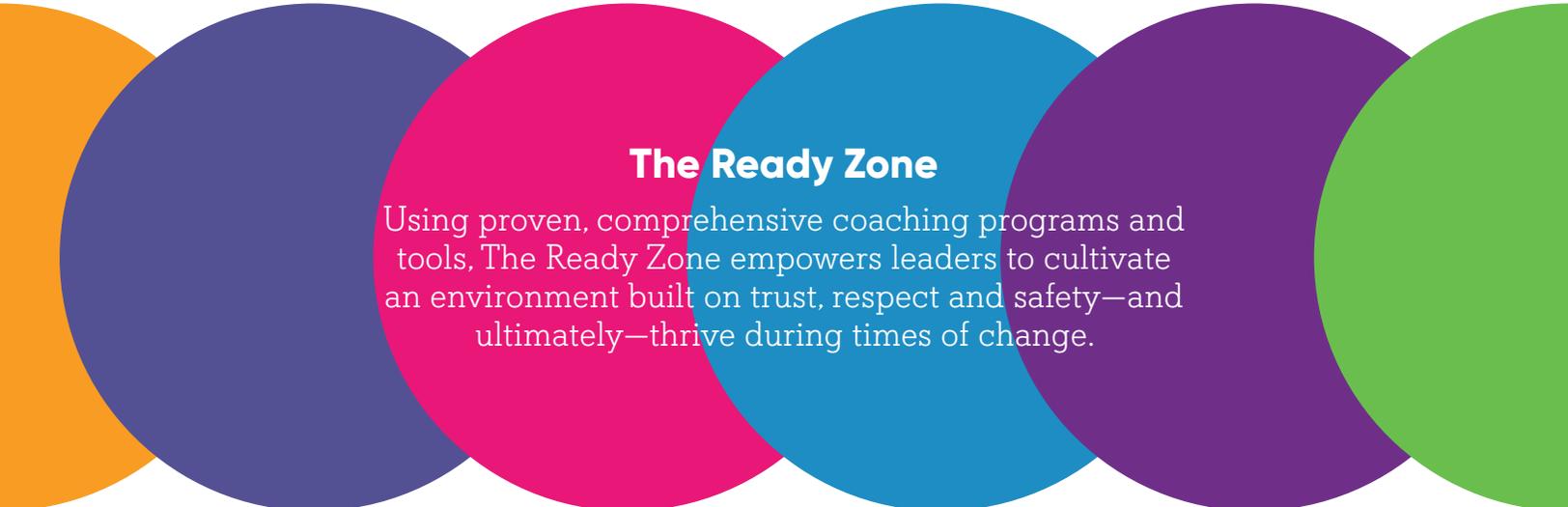
A 6-month Executive Think Tank and Peer Network Community.

The Challenge

The last two years have realized a complete global upending of our work, workplaces, talent pool, supply chains, economic pressures, political climates and social issues. Life and work have become more blended than ever with burnout at an all-time high across professions. According to a new American Psychological Association report, nearly 3 in 5 employees reported negative impacts of work-related stress, including lack of interest, motivation, or energy at work.

On executives' minds now is a mass combination of talent retention, talent acquisition, supply chain issues, mental well-being, profitability, inflation, succession, workflow, hybrid work, inclusion, team performance and connection, leading mass ongoing and cascading changes, and keeping a workplace culture where people feel appreciated. Even for fast growing organizations, continuing to be competitive is a must and inspiring teams is more critical to retain great people as change will be ongoing, unfolding faster than ever.

Where do you begin - especially when you may be experiencing the pressure of growing your team and organization to be even more productive, profitable, and innovative; ensuring you remain competitive; guaranteeing your people feel engaged and valued; and reducing any burnout or overwhelm in this rapidly shifting market.



The Ready Zone

Using proven, comprehensive coaching programs and tools, The Ready Zone empowers leaders to cultivate an environment built on trust, respect and safety—and ultimately—thrive during times of change.

The Opportunity

Michael Jordan said, “Talent wins games, but teamwork and intelligence win championships.” Now more than ever is the opportunity to rise, elevate, learn and grow in the midst of this chaos with outstanding support.

While it’s tough and challenging these days and having an executive leadership peer group as a sounding board during these times is critical. The Ready Zone Executive Inner Circle, an invitation only network, assists you in feeling ready and powerful to take on all of the opportunities and challenges at your feet today.

This is a group where you can hear perspectives from other executives and leaders in different companies as well as gain tools and strategies to create the most powerful work environment in these difficult shifting times.

The next six months are going to be pivotal for you and your team as you are making major decisions like figuring out how to keep employees engaged and retained, how to actively motivate and inspire teams, how to develop a culture that’s not dependent on physical office space, how to create inspiration and reinvigoration for your people, how to lead newly reorganized teams and create new models for generating creativity, innovation, inclusion, and ultimately, revenue. You, as a leader will need to reframe, refocus and realign your own leadership and your own teams to move powerfully and dynamically into 2022 and into 2023.

The Executive Inner Circle is a group that’s designed to focus on three key areas throughout the six months:

1) Leading change: how to anticipate, communicate and execute consistent ongoing and fast-moving change.

2) Team invigoration and performance: how to motivate people in a progressive way that’s more than about paying them more, how to have people feel valued and how to keep a bigger team motivated at different levels where each have their own unique challenges and opportunities.

3) Influence and competitive advantage:

JP Morgan Chase’s 2022 Business Leaders Outlook Pulse survey shows that 2 in 3 leaders are planning an expansion into new markets and half are planning more product innovation. How do you as a leader ensure you, your team and your organization are able to compete in a crowded marketplace?

Who is this training program designed for?

This program is designed for leaders who are looking to focus on the following for the next few months:

- Master momentum and devise new methods for how to utilize and leverage talent including developing new and existing teams and ensuring they are set up for success.
- Reimagine new ways of growing the business, culture and how work is done in both the short and long term in a way that is inclusive and safe for all cultures and backgrounds.
- Manage the uncertainty, angst and opportunities that come along with present and future shifts for yourself, your team and the broader organization.
- Grow the ability to manage competing needs and priorities, and how to evaluate them.
- Examine ways to rethink and retain culture since teams are more dispersed.
- Methods for keeping yourself and your team(s) motivated, engaged and productive regardless of circumstance.
- Lead through the turbulence of layoffs and reorganizations and devise new strategies for leading and inspiring those who are remaining, including yourself.
- Lead diversity and inclusion initiatives and conversations.

Imagine Maximizing Your Leadership By Support From a Powerful Collective.

Learn from each other.

While you think you may be alone in your situation, problem and condition, you are most certainly not. Being a part of a community of leaders from all across the industry provides insights and perspectives outside of yourself. Plus, you will hear from others what has worked and did not from those who are in similar situations and positions as you.

Teaching tools to get unstuck.

However much you think you know your team members, when they get stuck, they lose focus, their ability to prioritize goes down and ultimately, their confidence goes down. Having the opportunity to get advice from experts who aren't as close to the situation can make all the difference in the world for them AND for your organization's bottom line.

Helping be more accountable.

We all get busy and distracted (especially today)...and often...life gets in the way. However, when you are a part of an Inner Circle, you increase your accountability by 90% and being accountable to yourself (and each other) can be the difference between inching ahead or leaping forward.

Staying motivated.

Meeting together every few weeks, and having the opportunity to share everything that has been achieved and elevated since the last session, is a great way to keep everyone motivated to continue to be and stay at their best.

Implementing practical solutions.

Addressing what is not working and implementing practical solutions to resolve existing issues will not only save your time, it will give you peace-of-mind.

Learning invaluable and practical strategies and tools.

Creating an efficient, proactive and profitable culture takes strategy, focus AND the right performance mindset in place. Learning "shortcuts" from us, and each other will speed up everyone's progress by miles!

Feeling Supported.

We are Trailblazers. And that means we are all pushing ourselves and doing things that most people won't understand, so the moral support aspect is hugely important and should never be underestimated.

Reduce overwhelm and increase peace-of-mind:

Together, we will engage in topics that will impact everyone. You will have the opportunity to bring your opportunities and challenges to have the group work on it with you. And, most importantly, where there is a growth edge for all, we will do a highly interactive and transformative leadership development session to help you make better and faster decisions.

Executive Inner Circle Overview

Requirements:

Executive Vice President level.

Participants:

12-16 people

Timeline:

6 months

Meeting Sessions:

Two 90 minute sessions per month, meets every other week.

Includes:

- ✓ Each session will allow opportunities for executives to learn from each other as well as leverage each other's mindshare. **Sessions will vary between the following formats:**
 - Discussion format based on a game changing topic for each session. Reflections at the end of each session to maximize key takeaways and next steps.
 - Masterminding to foster collaboration, brainstorming, decision-making, shared learning, thinking bigger and accountability. In these sessions both successes and challenges are discussed openly with confidentiality, support and honesty. Reflections at the end of each session to maximize key takeaways and next steps.
 - Development from one of the areas of The Ready Zone to reframe, refocus and realign leadership to increase team and business success.
- ✓ **Pre-session material** to prepare leaders for each session to focus on critical issues as well as foster further learning and powerful discussion.
- ✓ **Power Coaching** in between sessions to leverage each other's mindsets and mindshare through the Executive Inner Circle Voxer Group to provide additional help and feedback as needed throughout the month.
- ✓ **Accountability from one session to the next.** Implementation is key and accountability is one of the main drivers to help you take your focus and efficiency to the next level.
- ✓ **Access to Esther Weinberg as your lead Executive Coach** to provide tools and strategies to save you time and facilitate implementation.
- ✓ **Key Areas of Focus** will be curated from interviews with group participants to ensure you get the help you need to create tangible results.



Bottom Line.

Inner Circles work, and they work brilliantly! When the members are dedicated to participating, meaning they show up prepared & engage fully...magic happens. Napoleon Hill said, "No individual may have great power without availing himself to a mastermind." In other words, in order to do amazing things in business you have to have multiple minds working toward the expansion of your company or it's not going to happen.

Now is a CRUCIAL time to reframe, refocus and realign leadership. Upleveling leadership skills, attitudes and behaviors is going to be imperative to moving you and others continually positively through. This is not an event, and even a 3-6 month unfolding. This is a 12 month + unfolding. This is not only change management - it's people management.

The Ready Zone Executive Inner Circle is exclusively for you to stay focused, engaged and feeling READY and POWERFUL, especially during these trying times.

Next Step.

Have questions? Let's book a session to talk further.

Ready to move forward? Let us know if you will be participating on your own or if you will be inviting someone to join this community. **Space is limited and this will sell out fast.**

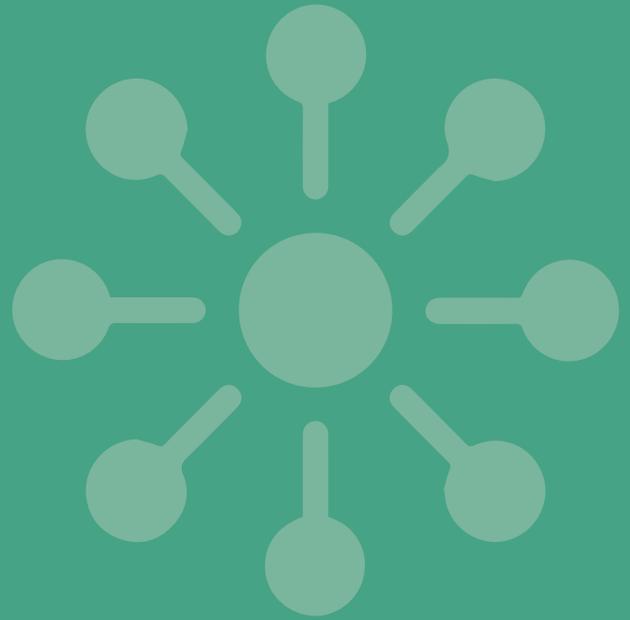
Great leadership begins at the off ramp of your comfort zone. Now we need to lead, grow and inspire fearlessly with a playbook of new leadership skills to lead during and well beyond these times. You are not alone. Looking forward to continuing to support you in all you do.

Let's find out which Ready Zone program is right for you.

Simply complete our online Needs Assessment, tell us more about you and your leadership goals, and schedule a free consultation with Esther.

Let's Go!

or visit www.thereadyzone.com/assessment



Esther Weinberg is a business growth accelerator that equips executives in high-growth media and technology industries to create big pivots, big impact and big returns. As Founder & Chief Leadership Development Officer of The Ready Zone, she powerfully fast tracks an organization's progress by focusing on The Ready Zone's six Zone Performance Indicators (ZPIs), that are paramount to profitable growth. Esther's innovative strategies have assisted clients to grow, scale and thrive in the worst and best of times including Netflix, NBCUniversal, Microsoft, ESPN, Warner Bros. Discovery, CNN, DreamWorks Animation, Adobe, Disney, IMAX, National Geographic, and Sony. Esther is a member of the Forbes Coaches Council and a contributor to Forbes.

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